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Annual Report

Town of Tewksbury Massachusetts



1986

In Memoriam

The 1986 Annual Town Report is dedicated to the deceased Town Officials and Town Employees who have devoted their lives to the betterment of our Town.

Eleanor Donovan
Treasurer/Collector's Office

Violet McLaughlin
Assessors' Office

Mary P. Novo
Patriotic Activities Committee
Historic Commission
Chairman 250th Town
Celebration Committee

Alice G. Mackey
Election Staff

Elizabeth F. Mackey
Election Staff

Catherine F. Whitman
Dept. of Public Health

Ralph Josselyn
Election Staff

Paul Testa
Housing Authority 1964-1973

ON THE COVER

*From Wamesit Hand Tub of 1978
to Tewksbury's new 1986 Ladder One
and 1986 Engine #1*

General Government

Biograph

Town Officers Elections
Town Committees
Town Meeting Warrants
Annual and Specials

Biograph

1. *Town:*
Tewksbury, Massachusetts
Incorporated in 1734
2. *County:*
Middlesex, ss.
3. *Location:*
At the junction of two new superhighways in northeastern Massachusetts, U.S. Interstate 495 and U.S. Interstate 93. The Town is bordered on the north by the Merrimack River, northeast by Andover, southeast by Wilmington, southwest by Billerica and borders on Lowell on the west. It is 21 miles from Boston, 50 miles from Worcester, 30 miles from Salisbury Beach and 230 miles from New York City.
4. *Population:*

1960 — 15,902	1980 — 24,478
1970 — 22,755	1986 — 26,100
5. *Land Areas:*
20.70 square miles;
10,798.5 acres assessed
6. *Density:*
Person per square mile:

1960 — 768	1980 — 1182
1970 — 1099	1985 — 1260
7. *Climate:*
Mean annual precipitation — 43.40 inches.
Mean temperature: in January, 26.6 degrees; in July, 73.7 degrees.
8. *Elevation:*
Highest point: Ames Hill, 363 feet;
North section: 200 feet;
West section: 150 feet;
Center, 120 feet;
South section, 150 feet above mean sea level.
9. *Topography:*
Fairly level terrain, with elevations varying from 100 feet to 200 feet above sea level. Soil is a mixture of sandy soil in southern section, wet and moist and of good texture along the central and northern sections.
10. *Established:*
Inhabitants separated from Billerica in 1733.
First Town Meeting held January 14, 1734.
Duly incorporated December 23, 1734.
11. *Form of Government:*
Open Town Meeting.

Elected Officers

Selectmen

Charles E. Coldwell, Chrm.	1987
William D. Hallisey	1988
Charles T. Coppola	1989
Paul H. Sullivan	1988
John J. Kelley, Jr.	1989

Board of Health

Joan Dunlevy, Chrm.	1987
John Lu	1988
Robert D. Rauseo	1989

Assessors

Norman Boudreau, Chrm.	1988
Charles Stella	1989
Barbara Flanagan	1987

Town Clerk

Elizabeth Carey	1987
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Treasurer/Collector

Lewis Tremblay	1987
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Auditor

Thomas Berube	1988
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Moderator

William Hurton	1987
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Planning Board

Robert Fowler, Chrm.	1988
Robert Sullivan	1990
George Donovan	1991
Joseph Doherty	1987
Wilfred Lambert	1989

School Committee

Thomas Cooke, Chrm.	1987
William Emerson	1989
Benjamin Maxwell	1989
Lou Carciofi	1988
Charles LaBella	1988

School Committee — Regional Tech.

Richard Griffin	1989
Peter Downing	1988

Housing Authority

Mary Delaney	1988
Leo Chibas	1990
Roland Roy	1991
*William Schuellein, Chrm.	1986
Louise Gearty	1989

*State Appointee

Trust Fund Commissioners

Richard Stanton	1989
Charles Gaffney	1987
Mark Roberts	1988

Library Trustee

Thomas McLeod, Chrm.	1989
George R. Collins	1989
Mildred Mulno	1987
Robert Kerber	1987
Sandra McPhail	1988
Donna Haines	1988

Appointive Officers

Executive Secretary — Sandra A. Barbeau

Town Counsel — Charles Zaroulis, Esq.

Animal Inspector — James Manley

Appraisers — Board of Selectmen

Attendance Officer — Robert Cook/George Hazel

Board of Appeals

Peter Downing, Chrm.	1988
Bruce Gordon, Jr.	1989
Donald McKinley	1987
Ronald Girard	1988
Louis Carciofi	1988

Associate Members

Charles Gaffney	1987
Mark O'Neill	1987
Roger F. LaFrenier	1987
James T. Sullivan	1987
Richard Piecewicz	1987
Scott Consaul	1987
Patricia DiBiase	1987

Board of Registrars

Edward Creamer	1989
Robert Hunter	1987
Elizabeth Carey, Clerk	1987
Frederick Montague	1988

Building Commissioner

William Granfield
George Nuttall
George Nawn

Cemetery Officer — John Collins

Civil Defense Director — Michael Sitar

Constables — Expiration Date 1987

Sandra Barbeau	Armand Soucy
Alfred Hanley	Donald Stout
Edwina Hudson	John D. Sullivan
Paul Johnson	James Viola
William Zampbell	James R. Penuel
Walter McAvoy, Jr. & Sr.	Wilson E. Brazile
Harold Morang	Walter Collins
Mary Raddatz	Timothy Lynch
Peter Routsis	Albert Pongonis
Rudy Simpson	Joseph R. Smith

Cable Advisory Comm.

Edmund Stoddard
William Hurton
Don Stewart
Frank Antonelli
Gail Tressler

Patriotic Activities Comm.

John Rosano
Thomas Conlon
Louis Madden
Richard Sutherby
Mark Robert
Charles English
Robert Fay
Norma Doherty
Alexander Gretskey

Arts Lottery Commission

Karen Gagne
Bess Shilensky
Barbara Karner
Mark Roberts
Mary Jane Marcucci
Susan Sullivan
Ellen Baldwin
Jay Connolly
Betty Scott
Anthony Coviello

Town Manager Screening Committee

David Beattie
Marie Sweeney
Jerome E. Selissen, Chrm.
Guy Gallelo
Lawrence A. Polimeno

Special Government Districts

Senators in Congress:

HONORABLE EDWARD M. KENNEDY (D)
Senate Office Building, Washington

HONORABLE JOHN KERRY (D)
Senate Office Building, Washington

Congressional District: 7th

EDWARD J. MARKEY
House of Representatives, Washington

State Government

PATRICIA McGOVERN (D)
Second Essex & Middlesex Senatorial Districts
Senate Offices: State House, Boston, Mass.

JAMES R. MICELI (D)
Twentieth Middlesex District of General Courts:
House of Representatives, State House
Boston, Mass.

County Government

Commissioners:

Michael E. McLoughlin
Bill Schmidt
Thomas J. Larkin

Annual Town Election

Tewksbury, Massachusetts
April 5, 1986

At a meeting of the inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the High School for Precinct 1 and 1A, Trahan School for Precinct 2 and 2A, North Street School for Precinct 3 and 3A and the Junior High School for Precinct 4, the following business was transacted. Registers on ballot

boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 10:00 A.M. and closed at 8:00 P.M. There were 4546 votes cast. Precinct 1 — 664; Precinct 1A — 733; Precinct 2 — 532; Precinct 2A — 537; Precinct 3 — 642; Precinct 3A — 747; Precinct 4 — 691.

Precinct 1	Judith Colman, Warden	- Alice Casazza, Clerk
1A	Judith Colman, Warden	- Gladys Collins, Clerk
2	Mary Proverb, Warden	- Celia Wolff, Clerk
2A	Mary Proverb, Warden	- Maxine Drew, Clerk
3	Lorraine Whitten, Warden	- Barbara Cook, Clerk
3A	Lorraine Whitten, Warden	- Dorothy Demarais, Clerk
4	Patricia Hennessy, Warden	- Rita O'Brien, Clerk

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
TWO SELECTMEN — THREE YEARS								
Thomas R. Girard	159	117	97	117	167	126	136	919
Brian Sheehan	172	194	112	116	137	224	135	1090
Charles Coppola	402	465	358	351	396	438	455	2865*
John J. Kelley, Jr.	471	543	367	372	466	513	481	3213*
Others	2	3	2	3	1	0	2	13
Blanks	122	144	128	115	117	193	173	992
BOARD OF HEALTH — THREE YEARS								
Robert D. Rauseo	497	552	416	405	441	508	491	3310*
Others	1	3	0	2	2	0	2	10
Blanks	166	178	116	130	199	239	198	1226
ASSESSOR — THREE YEARS								
Charles J. Stella	496	537	413	381	431	512	498	3268*
Others	0	2	0	1	0	0	2	5
Blanks	168	194	119	155	211	235	191	1273
MODERATOR — ONE YEAR								
William J. Hurton	519	551	422	405	463	539	515	3414*
Others	1	1	0	1	1	2	1	7
Blanks	144	181	110	131	178	206	175	1125
PLANNING BOARD — FIVE YEARS								
George B. Donovan	492	529	403	402	413	488	480	3207*
Others	0	3	0	1	0	0	2	6
Blanks	172	201	129	134	229	259	209	1333
SCHOOL COMMITTEE — THREE YEARS								
James E. Sullivan	248	233	183	148	234	279	224	1549
Bill Emerson	478	483	320	286	407	450	479	2903*
Benjamin J. Maxwell	290	381	251	253	292	316	309	2092*
Patricia M.W. Meuse	181	212	200	268	184	219	192	1456
Others	1	1	0	2	1	0	2	7
Blanks	130	156	110	117	166	230	176	1085

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
SCHOOL COMMITTEE — UNEXPIRED 2 YEAR TERM								
Scott J. Consaul	143	168	145	135	126	200	134	1051
Sonja I. Cuneo	175	203	148	165	256	252	183	1382
Charles J. LaBella	291	298	175	185	190	201	286	1626*
Others	0	1	0	0	0	0	2	3
Blanks	55	63	64	52	70	94	86	484
REGIONAL VOCATIONAL SCHOOL — THREE YEARS								
Richard E. Griffin	479	518	387	392	448	511	478	3213*
Others	4	1	0	0	0	0	5	10
Blanks	181	214	145	145	194	236	208	1323
HOUSING AUTHORITY — FIVE YEARS								
Rolland J. Roy	499	542	402	402	425	498	506	3274*
Others	0	0	0	0	0	0	2	2
Blanks	165	191	130	135	217	249	183	1270
TRUSTEES PUBLIC LIBRARY — UNEXPIRED 1 YEAR TERM								
Robert F. Kerber	503	542	394	406	446	492	488	3271*
Others	0	1	0	0	0	0	1	2
Blanks	161	190	138	131	196	255	202	1273
TRUSTEES PUBLIC LIBRARY — THREE YEARS								
George R. Collins	487	545	388	388	433	493	477	3211*
Thomas H. McLeod	490	514	371	381	420	462	466	3104*
Others	0	0	0	0	0	0	2	2
Blanks	351	407	305	305	431	539	437	2775
TRUST FUND COMMISSIONER — THREE YEARS								
Richard J. Stanton	487	521	402	389	426	489	474	3188*
Others	0	0	0	0	0	0	0	0
Blanks	177	212	120	148	216	258	217	1358

QUESTION NO. 1

Shall the Town of Tewksbury be allowed to exempt from the provisions of Proposition two and one-half, so called, the amounts required to pay the bond issued in order to construct sewers, sewerage system and sewer pump station for the following considered streets:

Algonquin Drive	Elm Street	Bond Street	So. Amos Street
Wamesit Road	St. Mary's Road	Lakeview Avenue	Amos Street
Brook Field Road	Joy Street	Arnold Road	Oliver Street
Pinewold Avenue	Myrtle Street	Wightman Road	Rhoda Street
Edgewood Road	White Street	Albert Street	Herbert/Ida Street
Woodside Terrace	Pearl Street	Mark Road	So. Rhoda Street
Birch Street	Cross Street	Shawsheen Street	So. Elizabeth Street
Roosevelt Road	Trudeau Lane	Kenneth Lane	Chandler Street
State Street	Oak Street	Lloyd Road	Cobleigh Drive
Callahan Street	Water Street	Regan Road	Andover Street
Finn Street	Frances Street	Cynthia Road	Blacksmith Lane
Adams Street	Laurence Street	Knollwood Road	Pillsbury Avenue
Laite Road	Temple Street	Strang Street	Pleasant Street
Clyde Avenue	South Street	Patricia Drive	Access Road to School
Maplewood Avenue	Various Cross Country	Charme Road	
YES — 1560	NO — 2646		

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
QUESTION NO. 1								
YES	200	221	211	204	193	248	283	1560
NO	428	468	279	294	405	432	340	2646
Blanks	36	44	42	39	44	67	68	340

Attest:
Elizabeth A. Carey, CMC
Town Clerk

State Primary

September, 16, 1986

At a meeting of the inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the High School for Precinct 1 and 1A, Trahan School for Precinct 2 and 2A, North Street School for Precinct 3 and 3A and the Junior High School for Precinct 4, the following business was transacted. Registers on ballot boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 7:00 A.M. and closed at 8:00 P.M. There were 2620 Democratic ballots cast and 235 Republican

ballots cast. Precinct 1 — 350 Democratic ballots and 31 Republican ballots; Precinct 1A — 406 Democratic and 38 Republican ballots cast; Precinct 2 — 349 Democratic ballots and 28 Republican ballots; Precinct 2A — 327 Democratic ballots and 26 Republican; Precinct 3 — 334 Democratic and 47 Republican ballots cast; Precinct 3A — 400 Democratic and 34 Republican ballots; Precinct 4 — 454 Democratic ballots and 31 Republican ballots.

Precinct 1	Judith Colman, Warden	- Alice Casazza, Clerk
1A	Judith Colman, Warden	- Gladys Collins, Clerk
2	Mary Proverb, Warden	- Celia Wolff, Clerk
2A	Mary Proverb, Warden	- Maxine Drew, Clerk
3	Lorraine Whitten, Warden	- Barbara Cook, Clerk
3A	Lorraine Whitten, Warden	- Dorothy Demarais
4	Patricia Hennessy, Warden	- Rita O'Brien

DEMOCRATIC BALLOT

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
GOVERNOR								
Michael S. Dukakis	250	291	260	252	213	260	318	1844
Others	3	2	0	13	1	4	2	25
Blanks	97	113	89	62	120	136	134	751
LT. GOVERNOR								
Gerard D'Amico	135	168	119	98	135	122	157	934
Evelyn F. Murphy	195	222	213	217	179	248	271	1545*
Others	0	0	0	0	0	0	0	0
Blanks	20	16	17	12	20	30	26	141
ATTORNEY GENERAL								
James M. Shannon	221	268	250	225	222	254	340	1740*
JoAnn Shotwell	111	119	85	87	95	128	126	751
Others	0	0	0	0	0	0	1	1
Blanks	18	19	14	15	17	18	27	128
SECRETARY								
Michael Joseph Connolly	269	319	274	251	232	278	356	1979*
Others	0	1	0	0	0	0	0	1
Blanks	81	86	75	76	102	122	98	640
TREASURER								
Robert Q. Crane	253	291	258	232	208	256	333	1831*
Others	0	0	0	0	0	2	0	2
Blanks	97	115	91	95	126	142	121	787
AUDITOR								
A. Joseph DeNucci	176	207	174	169	167	192	251	1336*
Maura A. Hennigan	103	116	92	102	92	128	122	755
Charles Calvin Yancey	38	42	37	24	30	32	40	243
Others	0	0	0	0	0	1	0	1
Blanks	33	41	46	32	45	47	41	285
CONGRESSMAN								
Edward J. Markey	270	313	264	270	230	271	354	1972*
Others	0	0	0	0	0	0	1	1
Blanks	80	93	85	57	104	129	99	647
COUNCILLOR								
John F. Markey	242	280	241	234	215	237	306	1755*
F. Kelley Landolphi	73	86	70	57	57	107	89	539
Others	0	0	0	0	0	0	0	0
Blanks	35	40	38	36	62	56	59	326

DEMOCRATIC BALLOT

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
SENATOR IN GENERAL COURT								
Patricia P. McGovern	279	333	289	271	245	309	356	2082*
Others	0	0	0	1	0	0	0	1
Blanks	71	73	60	55	89	91	98	537
REPRESENTATIVE IN GENERAL COURT								
James R. Miceli	289	349	288	269	271	311	364	2141*
William J. Noll	51	45	52	51	50	67	80	396
Others	0	0	0	0	1	2	0	3
Blanks	10	12	9	7	12	20	10	80
DISTRICT ATTORNEY								
L. Scott Harshbarger	231	278	217	217	215	252	301	1711*
Stephen J. McGrail	101	102	106	87	97	111	120	724
Others	3	0	0	0	0	0	0	3
Blanks	15	26	26	23	22	37	33	182
SHERIFF								
John P. McGonigle	186	226	203	216	155	196	236	1418
Henry E. Sullivan	138	139	109	88	134	155	173	936
Others	0	0	0	0	0	0	0	0
Blanks	26	41	37	23	45	49	45	266
COUNTY COMMISSIONER								
Bill Schmidt	85	95	87	83	80	85	93	608
Barbara J. Auger Collins	50	58	49	62	58	65	75	417
Anthony D. Pini	31	21	32	20	14	26	27	171
Paul Harold Sullivan	172	217	161	140	161	211	236	1298
Others	0	0	0	0	0	0	0	0
Blanks	12	15	20	22	21	13	23	126

REPUBLICAN BALLOT

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
GOVERNOR								
Gregory S. Hyatt	11	20	16	14	26	20	17	124
Royall H. Switzler	11	10	2	4	7	6	9	49
George Kariotis	6	3	2	5	7	1	2	26
Others	0	0	0	1	0	0	0	1
Blanks	3	5	8	2	7	7	3	35
LIEUTENANT GOVERNOR								
Nicholas M. Nikitas	25	30	22	33	31	29	30	190
Others	0	0	0	0	2	0	0	2
Blanks	6	8	6	3	14	5	1	43
ATTORNEY GENERAL								
Edward F. Harrington	29	34	22	22	36	29	28	200
Others	0	0	0	0	0	0	0	0
Blanks	2	4	6	4	11	5	3	35
SECRETARY								
Deborah R. Cochran	22	30	22	20	34	29	27	184
Others	0	0	0	0	0	0	0	0
Blanks	9	8	6	6	13	5	4	51
TREASURER								
L. Joyce Hampers	26	34	20	20	38	29	26	193
Others	0	0	0	0	0	0	0	0
Blanks	5	4	8	6	9	5	5	42
AUDITOR								
Andrew S. Natsios	10	8	8	7	16	6	10	65
William "Bill" Robinson	19	27	17	17	28	26	20	154
Others	0	0	0	0	0	0	0	0
Blanks	2	3	3	2	3	2	1	16
CONGRESSMAN								
Others	2	3	0	0	2	2	0	9
Blanks	29	35	28	26	45	32	31	226

REPUBLICAN BALLOT

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
COUNCILLOR								
John P. Harris	19	28	20	18	32	31	28	176
Other	0	0	0	0	0	0	0	0
Blanks	12	10	8	8	15	3	3	59
SENATOR IN GENERAL COURT								
Others	2	1	0	0	1	1	0	5
Blanks	29	37	28	26	46	33	31	230
REPRESENTATIVE IN GENERAL COURT								
Others	1	1	0	0	1	1	0	4
Blanks	30	37	28	26	46	33	31	231
DISTRICT ATTORNEY								
Others	1	2	0	0	1	0	0	4
Blanks	30	36	28	26	46	34	31	231
SHERIFF								
Others	2	0	0	0	3	1	0	6
Blanks	29	38	28	26	44	33	31	229
COUNTY COMMISSIONER								
Albert Joseph Onessimo	20	31	0	17	28	24	28	148
Others	0	0	0	0	1	0	0	1
Blanks	11	7	28	9	18	10	3	86

Attest: Elizabeth A. Carey, CMC
Town Clerk

State Election

November 4, 1986

At a meeting of the inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the High School for Precinct 1 and 1A, Trahan School for Precinct 2 and 2A, North Street School for Precinct 3 and 3A and the Junior High School for Precinct 4, the following business was transacted. Registers on ballot boxes

in the seven Precincts showed 0000, and check lists were in order. Polls opened at 7:00 A.M. and closed at 8:00 P.M. There were 7204 ballots cast. Precinct 1 — 985 ballots cast; Precinct 1A — 1139 ballots cast; Precinct 2 — 933 ballots cast; Precinct 2A — 958 ballots cast; Precinct 3 — 1016 ballots cast; Precinct 3A — 1020 ballots cast; and Precinct 4 — 1153 ballots cast.

Precinct 1	Judith Colman, Warden	- Alice Casazza, Clerk
1A	Judith Colman, Warden	- Gladys Collins, Clerk
2	Mary Proverb, Warden	- Celia Wolff, Clerk
2A	Mary Proverb, Warden	- Maxine Drew, Clerk
3	Lorraine Whitten, Warden	- Barbara Cook, Clerk
3A	Lorraine Whitten, Warden	- Dorothy Demarais, Clerk
4	Patricia Hennessy, Warden	- Rita O'Brien, Clerk

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
GOVERNOR/LT. GOVERNOR								
Dukakis/Murphy	560	691	589	603	522	545	702	4212*
Kariotis/Nikitas	380	390	306	315	439	428	388	2646
Blanks	37	54	38	40	52	44	58	323
Others	8	4	0	0	3	3	5	23
ATTORNEY GENERAL								
Harrington	442	446	333	330	492	448	442	2933
Shannon	506	661	571	598	490	544	672	4042*
Blanks	36	31	29	30	34	28	39	227
Others	1	1	0	0	0	0	0	2
SECRETARY OF STATE								
Connolly	614	749	650	644	560	629	766	4612*
Cochran	307	330	236	263	382	320	318	2156
Blanks	63	60	47	51	72	71	69	433
Others	1	0	0	0	2	0	0	3

TREASURER

Crane	504	639	544	516	455	495	621	3774*
Hampers	418	442	355	392	521	476	476	3080
Blanks	62	57	34	48	40	48	55	344
Others	1	1	0	2	0	1	1	6

AUDITOR

DeNucci	526	686	603	567	482	530	687	4081*
Robinson	385	372	271	320	451	415	391	2605
Blanks	74	81	59	70	83	75	75	517
Others	0	0	0	1	0	0	0	1

REPRESENTATIVE IN CONGRESS

Markey	703	874	728	755	687	694	884	5325*
Blanks	270	253	203	199	328	320	265	1838
Others	12	12	2	4	1	6	4	41

COUNCILLOR

Markey	576	724	650	617	541	585	755	4448*
Harris	304	315	209	253	384	318	277	2060
Blanks	105	99	74	88	90	117	121	694
Others	0	1	0	0	1	0	0	2

SENATOR IN GENERAL COURT

McGovern	750	924	754	791	742	766	915	5642*
Blanks	231	212	179	165	274	253	237	1551
Others	4	3	0	2	0	1	1	11

REPRESENTATIVE IN GENERAL COURT

Miceli	826	992	800	839	834	828	981	6100*
Blanks	154	142	133	117	181	191	169	1087
Others	5	5	0	2	1	1	3	17

DISTRICT ATTORNEY

Harshbarger	768	932	738	782	750	743	908	5621*
Blanks	216	204	194	176	266	277	244	1577
Others	1	3	1	0	0	0	1	6

SHERIFF

McGonicle	720	880	728	758	704	687	856	5333*
Blanks	265	257	204	200	312	333	295	1866
Others	0	2	1	0	0	0	2	5

COUNTY COMMISSIONER

Schmidt	560	727	628	628	536	556	721	4356*
Onessimo	291	281	218	219	353	302	274	1938
Blanks	130	129	87	111	124	162	157	900
Others	4	2	0	0	3	0	1	10

MIDDLESEX COUNTY CHARTER COMMISSIONER

Cain	681	796	668	691	654	630	778	4898*
Blanks	300	342	262	265	360	389	374	2292
Others	4	1	3	2	2	1	1	14

QUESTION A

Shall a charter study commission be created to study the present governmental structure of Middlesex county to consider and make findings concerning the form of government and make recommendations thereon?

YES — 3856

NO — 2065

BLANKS — 1283

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	532	628	484	524	562	545	581	3856*
NO	289	333	279	272	273	279	340	2065
BLANKS	164	178	170	162	181	196	232	1283

QUESTION 1

PROPOSED AMENDMENT TO THE CONSTITUTION

Do you approve of the adoption of an amendment to the Constitution summarized below, *which was approved by the General Court in joint sessions of the House of Representatives and the Senate on June 27, 1984 by a vote of 120-67, and on April 30, 1986 by a vote of 123-69?*

YES — 3298
NO — 3720
BLANKS — 186

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	489	548	422	382	468	453	536	3298
NO	464	570	483	556	527	546	574	3720*
BLANKS	32	21	28	20	21	21	43	186

QUESTION 2

PROPOSED AMENDMENT TO THE CONSTITUTION

Do you approve of the adoption of an amendment to the Constitution summarized below, *which was approved by the General Court in joint sessions of the House of Representatives and the Senate on December 12, 1984 by a vote of 108-79, and on April 16, 1986 by a vote of 107-87?*

YES — 2178
NO — 4894
BLANKS — 132

It would remove primary and secondary schools from the list of non-public institutions barred from receiving public aid and would allow public money, property, or loans of credit to be used for founding, maintaining, or aiding those schools. The proposed amendment would also allow public financial aid, materials, or services to be provided to a non-public school student requesting such aid, but only if that school does not discriminate in its entrance requirements on the basis of race, color, national origin, religious belief, sex, or physical handicap. The state legislature would have the power to impose limits on aid, materials, or services provided to students.

SUMMARY

The proposed constitutional amendment would allow the expenditure of public funds for private schools and private school students.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	335	393	281	221	295	320	333	2178
NO	634	734	628	718	703	684	793	4894*
BLANKS	16	12	24	19	18	16	27	132

QUESTION 3

LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, which was disapproved by the House of Representatives on May 6, 1986, by a vote of 49-93, and on which no vote was taken by the Senate before May 7, 1986?

YES — 4216
NO — 2739
BLANKS — 249

SUMMARY

The proposed law would reduce and then repeal the 7½% surtax on Massachusetts state income taxes and would limit state revenue growth to the level of growth in total wages and salaries of the citizens of the state.

It would set the rate of the surtax on Massachusetts state income taxes at 3¾% for tax years beginning during 1986, and it would repeal the surtax for tax years beginning on or after January 1, 1987.

The allowable state tax revenues for any fiscal year are limited to the allowable state tax revenues for the prior fiscal

year as increased by the average rate of growth of Massachusetts wages and salaries for the three immediately preceding calendar years. For purposes of calculating the proposed limit for fiscal year 1987, allowable state tax revenues for fiscal 1986 are the net tax revenues for that fiscal year, but excluding revenues derived from the surtax on state personal income tax. Further, if in any fiscal year the calculation of the limit results in allowable state tax revenues less than the amount of allowable state tax revenues for the prior year, then allowable state tax revenues for that fiscal year shall be equal to the allowable state tax revenues for the prior year. The revenues limited by this law would not include non-tax revenues such as federal reimbursements, tuitions, fees and earnings on investments.

The amount of allowable state tax revenues for any fiscal year would have to be reduced if a new state law were enacted allowing local government to impose new or increased taxes or excises. The reduction would be equal to the amount of revenue derived from the new tax or increase. The reduction in state tax revenues would first take effect in the fiscal year following the enactment of the new law authorizing new local taxes or increases.

If state tax revenues exceed the limit imposed by the pro-

posed law, as determined by the State auditor, a tax credit would have to be granted equal to the total amount of excess tax revenue. The credit would be applied to the then current personal income tax liability of all taxpayers in proportion

to their personal income tax liability in the preceding year.

The provisions of this Act could be enforced in court by a group of taxpayers.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	617	679	542	518	619	603	638	4216*
NO	338	423	356	404	359	390	469	2739
BLANKS	30	37	35	36	38	27	46	249

QUESTION 4

LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, which was approved by the House of Representatives on May 5, 1986, by a vote of 145-0, and on which no vote was taken by the Senate before May 7, 1986?

YES — 5550
NO — 1343
BLANKS — 311

SUMMARY

The proposed law would require the State Department of Environmental Quality Engineering (DEQE) to search for sites in the Commonwealth where oil or hazardous materials have been disposed of and to take all steps necessary to clean up those sites within specified time limits. Provisions are made for informing the public about sites in their communities.

Beginning on January 15, 1987, DEQE would be required to publish lists every three months of all sites where it has confirmed that uncontrolled oil or hazardous materials have been disposed of and locations to be investigated as possible disposal sites. The lists would describe what actions have been taken at each site or location. DEQE would be required to list, to the extent that it has identified, at least 400 possible disposal sites by January 15, 1987, 600 additional locations by January 15, 1988, and 1,000 additional locations in each subsequent year.

Within one year after a location is listed as a possible disposal site DEQE would be required to determine if further

investigation is warranted. If so, within two years after the listing, DEQE must confirm whether the location is a disposal site, and whether it poses an imminent or substantial hazard to health, safety, public welfare or the environment.

For sites found to pose a substantial hazard, DEQE would be required, within the next two years, to ensure that those hazards are eliminated and to develop a plan to eliminate permanently future risks from those sites. Imminent hazards would have to be eliminated immediately. For sites found not to pose any substantial hazards DEQE must, within seven years after the listing, ensure that the full extent of contamination is evaluated and that a plan to eliminate permanently future risks is developed.

The proposed law would require DEQE to provide public notice and encourage public participation. Within 30 days after completing a site investigation, DEQE would have to inform the public through local newspapers of the results of that investigation and of the rights of local citizens under the state law. If ten citizens of a town potentially affected by a site submit a request, DEQE would be required to develop a plan for involving the public in its cleanup decisions and present that plan at a public meeting. The chief municipal officer of a city or town in which a disposal site is located could appoint individual(s) to inspect the site on behalf of the community.

Massachusetts residents could bring lawsuits to enforce the provisions of the proposed law or to lessen a hazard related to oil or hazardous materials. If such a lawsuit is brought, a court could award costs, including reasonable fees for attorneys and expert witnesses.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	755	897	747	774	725	770	882	5550*
NO	188	200	147	154	237	204	213	1343
BLANKS	42	42	39	30	54	46	58	311

QUESTION 5

REFERENDUM ON AN EXISTING LAW

Do you approve of a law summarized below, which was approved by the House of Representatives on October 17, 1985, by a vote of 77-62, and which was approved by the Senate on October 17, 1985?

YES — 2564
NO — 4530
BLANKS — 110

SUMMARY

The law requires all drivers and passengers to wear properly adjusted and fastened safety belts while traveling in motor

vehicles on public ways. It does not apply to: children under five years old who are required by another law to wear safety belts or be restrained in safety car seats; passengers in vehicles where all safety belts are being used by others; passengers in buses; persons riding in vehicles built before July 1, 1966, or in which safety belts were not installed as original equipment; or persons who are certified by a physician to be physically unable to use safety belts. The law also does not apply to police officers, rural mail carriers, or drivers or passengers of other vehicles that stop frequently and travel at speeds not exceeding 15 miles per hour between stops.

Drivers or passengers sixteen years or older who do not wear safety belts are subject to a \$15.00 fine. The driver of a vehicle is also subject to a \$15.00 fine for each passenger under sixteen who does not wear a safety belt. This law, how-

ever, can be enforced only if the driver is stopped for a violation of another motor vehicle law. Safety belt violations will not result in surcharges on motor vehicle insurance premiums. The law also requires that when the Commissioner of Insurance sets motor vehicle insurance rates, the rates must reflect any savings attributable to increased use of safety belts.

The law also requires that all motor vehicles manufactured after September 1, 1989, that are sold or registered in Massachusetts be equipped with crash protection devices, as speci-

fied by federal regulations. Any manufacturer who sells or delivers motor vehicles that are not equipped with such safety devices will be subject to a fine of not more than \$100 for each sale or delivery. This law is not intended to eliminate the federal requirements for passive crash protection devices in motor vehicles.

The law also provides that a non-binding question, unlike this binding referendum, shall be placed on the 1986 general election ballot asking whether the voters approve of the law.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	386	410	277	343	380	366	402	2564
NO	590	717	644	603	613	635	728	4530*
BLANKS	9	12	12	12	23	19	23	110

QUESTION 6

LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, *which was disapproved by the House of Representatives on May 6, 1986, by a vote of 56-93, and on which no vote was taken by the Senate before May 7, 1986?*

YES — 1934
 NO — 4988
 BLANKS — 282

SUMMARY

The proposed law would provide a system of voter registration by mail applicable to all qualified voters and would eliminate statutory provisions permitting certain persons to vote only for presidential electors.

Under this proposed law, the State Secretary would be required to prepare blank forms for affidavits of registration. The Secretary and local boards of registrars would be required to make such forms available to any person eligible to vote in whatever quantity the person requests and to transmit such forms, upon written request, to any person claiming to be qualified to vote. Registrars would also be required to make these forms available at all post offices and at other places within their municipalities. The Secretary would be required to establish a reasonable fee for providing more than 50 forms and to prepare instructions to accompany the forms.

A person seeking to register to vote would be required to complete the affidavit of registration and sign it under oath in the presence of a witness who is at least eighteen years old. The witness would be required to certify that the affidavit was signed in his presence and to date the affidavit.

A completed affidavit of registration could be either delivered or mailed to the appropriate registrar's office. If, from the facts set forth in the affidavit, it appears that the person is qualified to vote, the registrars would be required to add the person's name to the list of registered voters and to so notify the person by first-class, non-forwardable mail, unless the person's name already appears on the local list of residents at the same address. The cost of mailing such notices would be assumed by the Commonwealth, subject to appropriation. If in any year the General Court fails to appropriate funds for that purpose, such notices would not have to be sent. If such a notice is returned undelivered, the city or town clerk would be required to instruct election officials to challenge the person's right to vote at the next election in which he attempts to vote.

The proposed law would also impose criminal penalties of imprisonment for up to two years or a fine up to \$2,000 for knowingly or willfully making a false affidavit, taking a false oath, or signing a false certificate relative to the qualifications or registration of any person to vote.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	242	307	257	271	235	288	334	1934
NO	715	785	645	665	735	684	759	4988*
BLANKS	28	47	31	22	46	48	60	282

QUESTION 7

THIS QUESTION IS NONBINDING

Shall the Commonwealth of Massachusetts urge the United States Congress to enact a national health program which: provides high quality comprehensive personal health care including preventive, curative and occupational health services; is universal in coverage, community controlled, rationally organized, equitably financed, with no out-of-pocket charges, is sensitive to the particular health needs of all, and is efficient in containing its cost; and whose yearly expenditure does not exceed the proportion of the Gross National Product spent on health care in the immediately preceding fiscal year?

YES — 4753
 NO — 2114
 BLANKS — 337

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	658	769	663	666	606	636	755	4753*
NO	279	325	234	251	357	329	339	2114
BLANKS	48	45	36	41	53	55	59	337

QUESTION 8

THIS QUESTION IS NONBINDING

Shall the Commonwealth of Massachusetts urge the President of the United States and the United States Congress to enact a national acid rain control program which would require a fifty percent reduction in total national sulfur dioxide emissions by the year nineteen hundred and ninety-five and which would allocate the required reductions in sulfur dioxide emissions, and the costs of achieving those reductions, equitably among the states?

YES — 5733
NO — 1141
BLANKS — 330

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	815	913	770	788	759	794	894	5733*
NO	129	178	127	138	202	172	195	1141
BLANKS	41	48	36	32	55	54	64	330

Attest: Elizabeth A. Carey, CMC
Town Clerk

SPECIAL TOWN ELECTION

November 8, 1986

At a meeting of the inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the High School for Precinct 1 and 1A, Trahan School for Precinct 2 and 2A, North Street School for Precinct 3 and 3A and the Junior High School for Precinct 4, the following business was transacted. Registers on ballot boxes in the

seven Precincts showed 0000, and check lists were in order. Polls opened at 10:00 A.M. and closed at 8:00 P.M. There were 1274 ballots cast. Precinct 1 — 166 ballots cast; Precinct 1A — 221 ballots cast; Precinct 2 — 155 ballots cast; Precinct 2A — 167 ballots cast; Precinct 3 — 206 ballots cast; Precinct 3A — 187 ballots cast and Precinct 4 — 172 ballots cast.

Precinct 1	Judith Colman, Warden	- Alice Casazza, Clerk
1A	Judith Colman, Warden	- Gladys Collins, Clerk
2	Mary Proverb, Warden	- Celia Wolff, Clerk
2A	Mary Proverb, Warden	- Maxine Drew, Clerk
3	Lorraine Whitten, Warden	- Barbara Cook, Clerk
3A	Lorraine Whitten, Warden	- Dorothy Demarais, Clerk
4	Patricia Hennessy, Warden	- Rita O'Brien, Clerk

QUESTION NO. 1

"Shall an act be passed by the General Court in the year nineteen-hundred and eighty-six, entitled 'An act establishing a Selectmen-Town Manager form of government in the Town of Tewksbury' be accepted?"

YES — 1075
NO — 197
BLANKS — 2

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	149	188	130	142	173	153	140	1075*
NO	17	33	25	25	32	34	31	197
BLANKS	0	0	0	0	1	0	1	2

Attest: Elizabeth A. Carey, CMC
Town Clerk

ANNUAL TOWN MEETING

Annual Town Meeting May 5, 1986

Tewksbury Memorial High School
Pleasant Street
May 5, 7 and 8, 1986

Moderator William Hurton convened the 1986 Annual Town Meeting, called by proper Warrant, at 8:00 P.M., May 5, 1986. There were 552 registered voters and 18 visitors.

Rev. Stephen Melius, Pastor of the Tewksbury United Methodist Church of Tewksbury, offered the Invocation. A moment of silence was observed in memory of deceased Town Officials and Employees - William Irving Bailey, Joseph Bernardi, James Brooks, Elizabeth Burns, Leslie Collins, Eleanor Donovan, Richard Drew, George Gale, Bernard Greene, Mary Novo, Helen Regan, Paul Testa, Alan Qua and Catherine Whitman.

Birthday Wishes were extended to Rena Trull on the celebration of her 100th birthday. Rena was born on May 1, 1886.

On May 7, 1986 the Annual Town Meeting was reconvened at 8:00 P.M. with 470 registered voters and 13 visitors in attendance.

On May 8, 1986 the Annual Town Meeting was reconvened at 8:00 P.M. with 590 registered voters and 12 visitors in attendance.

ANNUAL TOWN MEETING May 5, 1986

ARTICLE 1. To choose all necessary Town Officers, to choose by ballot, Two (2) Selectmen for three years; One (1) member of the Board of Health for three years; One (1) Assessor for three years; One (1) Moderator for one year; One (1) Planning Board member for five years; Two (2) School Committee members for three years and One (1) School Committee member for an unexpired two year term; One (1) Regional Vocational School District Committee member for three years; One (1) Housing Authority member for five years; Two (2) Public Library Trustees for three years; One (1) Public Library Trustee for an unexpired one year term; and One (1) Trust Fund Commissioner for three years.

QUESTION NO. 1 Shall the Town of Tewksbury be allowed to exempt from the provisions of Proposition two and one-half, so called, the amounts required to pay for the bond issued in order to construct sewers, sewerage system and sewer pump station for the following considered streets:

Algonquin Drive	White Street	Regan Road
Wamesit Road	Pearl Street	Cynthia Road
Brook Field Road	Cross Street	Knollwood Road
Pinewold Avenue	Trudeau Lane	Strang Street
Edgewood Road	Oak Street	Patricia Drive
Woodside Terrace	Water Street	Charme Road
Birch Street	Frances Street	South Amos Street
Roosevelt Road	Laurence Street	Amos Street
State Street	Temple Street	Oliver Street

Callahan Street	South Street	Rhoda Street
Finn Street	Bond Street	Herbert/Ida Street
Adams Street	Lakeview Avenue	South Rhoda Street
Laite Road	Arnold Road	South Elizabeth Street
Clyde Avenue	Wightman Road	Chandler Street
Maplewood Avenue	Albert Street	Cobleigh Drive
Elm Street	Mark Road	Andover Street
St. Mary's Road	Shawsheen Street	Blacksmith Lane
Joy Street	Kenneth Lane	Pillsbury Avenue
Myrtle Street	Lloyd Road	Pleasant Street
		Access Road to School

Various Cross Country

Already accomplished at Annual Town Election April 5, 1986.

ARTICLE 2. To hear and act upon reports of the various town officers; or take any other action relative thereto.

Town Report available at check-in area.

Finance Committee Chairman, Jay Kelley, motioned to waive the reading of the Articles in the Annual Town Meeting Warrant. Motion was adopted by a voice vote. (8:10 P.M. 5/5/86)

Article 21 and Article 7 were the first two Articles drawn from the lottery and were acted upon by the Assembly.

Mrs. P. Coppola motioned to Reconsider Article 21. The motion was seconded.

Mr. A. DiCalegero motioned to withdraw the Reconsideration of Article 21 and explained to the Assembly that he and others would like to Reconsider the vote on waiving the reading of the Warrant Articles.

VOTED: To Reconsider the vote on waiving the reading of the Warrant Articles. Yes - 70, No- 240 (206.6) two-thirds vote required. Reconsideration failed. (8:24 P.M. 5/5/86)

Previous motion by Mr. Kelley stands. (5/5/86)

ARTICLE 3. To see if the Town will vote to fix the salaries of the several elected officials for the fiscal year 1986-87

	F/Y 86 Present Salary	F/Y 87 Requested Salary	F/Y 87 Fin. Comm. Recommendations	Voted
Assessors				
Chairman	13,000	25,000	19,000	13,000
Members (2)	6,500	7,500	7,000	6,500
Auditor	13,000	15,000	15,000	13,000
Board of Health				
Chairman	500	500	500	500
Members (2)	400	400	400	400
Moderator	500	500	500	500
Planning Board				
Chairman	1,000	1,000	1,000	1,000
Members (4)	700	700	700	700
Selectmen				
Chairman	7,000	7,000	7,000	7,000
Members (4)	6,000	6,000	6,000	6,000
Treasurer/Collector	35,000	35,000	35,000	35,000

MOTION: Finance Committee motioned to Adopt as printed in Finance Committee Recommendations.

Mrs. M. Niven motioned to Amend Article 3.

VOTED: Article 3 was adopted as amended, by a voice vote. (9:57 P.M. 5/5/86)

AMENDMENT: Motion to Amend Article 3 to read: Fiscal Year 1987 salaries to be as follows:

Assessor:
Chairman \$13,000
Members (2) \$ 6,500

On a voice vote the Moderator was uncertain. (9:45 P.M. 5/5/86)
A standing count was taken - 238 - YES, 186 - No (9:51 P.M. 5/5/86)

Auditor: \$13,000

A voice vote was adopted and questioned by seven voters. (9:52 P.M. 5/8/86)

A standing count was taken - 267 - YES, 142 - No (9:56 P.M. 5/5/86)

Mr. Paul McAskill motioned to Reconsider Article 3, "In hopes it doesn't prevail."

Reconsideration failed, no one stood in favor of Reconsideration. (9:58 P.M. 5/5/86)

ARTICLE 4. To see what sums of money the Town will vote to raise and appropriate or transfer from available funds, or otherwise, for its necessary and expedient purposes, hereinafter designated, and determine that the same be expended only for such purposes under the direction of the respective boards, committees and officers, as follows:

BUDGET — TOWN OF TEWKSBURY FY87

ARTICLE 4-ANNUAL BUDGET-EFFECTIVE JULY 1, 1986
To Raise and Appropriate except where noted.

Department	Salaries & Wages	Operating	Outlay
Ageing	15,083	15,820	
Janitorial Serv.			6,000
Merr. Val. Home Care			1,600
Appeals	6,202	7,000	0
Assessors	88,509	23,301	
Auditor	54,993	1,566	0
Computer Hdw/Sftw			0
Auxiliary Police		1,851	
Building Dept.	62,655	5,300	650
New Position	0		
Civil Defense	634	2,070	0
Clerk	61,642	11,000	
Vault Door			0
Community Action	24,223	1,490	
Conservation	6,037	1,000	
DPW			
Total S&W	990,196		
Rev. Sharing S&W	150,000		
Net R&A S&W	840,196	428,289	0
Snow/Ice Control		101,008	
School Traffic/Outside Elec.		10,000	
Sewer/Well Project		50,000	
Well Testing		15,000	
Water Purchase		400,000	
Large Water Meter Repair		6,000	
Sewer Coordinator	25,056		
Water/Sewer Billing		29,000	
Roof Repairs		0	
Playing Field-Liv. Pk		10,000	
Soccer Field		0	
Lowell Sewer		70,000	
Turf Maintenance		0	

Dog Officer	20,876	6,000	0
Hot Top			0
Finance Committee	1,200	750	
Fire Dept.			
Total S&W	1,766,016		
Rev. Sharing S&W	150,000		
Net R&A S&W	1,616,016	54,580	0
Health	59,994	20,583	
Rubbish Collection		692,185	
Rubbish Administration		0	
Mental Health Assoc.			8,500
Library	114,258	30,131	0
Operating-Ch 760	12,317.50		
Operating-Ch 140	1,051.96		
(Total Operating) (43,500.46)			7,600
Automation			
New Positions-Pages	0		
Lib. Cler. Asst.	0		
Custodian	0		
Moderator	500	100	
Parking Clerk		4,000	
Patriotic Activities		8,000	
Personnel Board	2,700	410	
Planning Board	46,581	5,900	0
Police Dept.			
Total S&W	1,485,835		
Rev. Sharing S&W	150,000		
Net R&A S&W	1,335,835	55,575	38,100
Sal. Crossing Guards	0		
Terminal Leave	20,000		
Retirement	13,226		
Out State Travel			100
New Positions (4)	0		
Recreation	5,720	46,819	
Exceptional Children	8,403	10,020	
Regional Voke Assessment		1,282,160	
Registrars	2,850	3,200	
School Dept.	9,520,876	2,684,566	0
Selectmen	117,812	29,000	
Neg./Consultant		4,895	
Town Counsel	40,000		
Town Hall	30,749	21,450	0
Treasurer/Collector	171,461	77,811	0
Unclassified			
Street Lights		102,000	
Unemployment		40,000	
Fire/Liability Ins.		275,000	
Cemetaries		1,400	
Group Insurance		605,120	
Cable TV		10,000	
Maturing Debt		1,751,093	
Interest Mat. Debt		2,265,000	
Interest Temp Loans		200,000	
Veterans	38,433	2,540	
Aid		57,840	
Weights & Measures	1,268	500	
Election Salary	14,000		
	\$14,367,988	\$11,538,313	\$62,550

ARTICLE 4-ANNUAL BUDGET-FISCAL 1987

Total Budget Appropriation	\$ 26,432,220.46
Less Revenue Sharing	450,000.00
Less Chapter 760	12,317.50
Less Chapter 140	1,051.96
Budget Appropriation by Taxation	\$ 25,968,851.00

ATTEST: Elizabethe A. Carey
Town Clerk

APPROPRIATIONS FOR FISCAL 1987

Article	Raise & Appropriate	Transfer	Borrow
4. Annual Budget	\$25,968,851.00	\$450,000.00	Rev. Sharing
		12,317.50	Chap. 760
		1,051.96	Chap. 140
5. Reserve Fund	50,000.00		
6. Reduce Tax Levy		100,000.00	Free Cash
12. Retired Senior Volunteer Prog.	1,500.00		
13. DPW Lease Program	16,135.00		
18. Certain Outstanding Bills	28,229.65		
23. School Committee Salaries	5,200.00		
27. North Middlesex Area Comm.	6,727.45		
33. Private School Transport	310,000.00		
To be admin. by Tewks. Sch. Dept.			
Total Raise & Appropriate	\$26,386,643.10		
Total Transfer		563,369.46	
Total Borrow			\$.00

APPROPRIATION CERTIFICATE - FISCAL 1987 Recapitulation

Tax Levy (Total Raise & Appropriate)	\$26,386,643.10
Reduce Tax Levy	
(Art. 6, Transfer from Free Cash)	100,000.00
NET TAX LEVY	\$26,286,643.10

From Revenue Sharing*	450,000.00
From Other Available Funds**	13,369.46
From Free Cash to Reduce Tax Levy	100,000.00
TOTAL APPROPRIATION	\$26,850,012.56

Schedule A - Revenue Sharing*

DPW S&W	150,000.00
Fire Dept. S&W	150,000.00
Police Dept. S&W	150,000.00
	<u>\$450,000.00</u>

Schedule B - Other Available Funds**

Library Oper. Chap. 760	12,317.50
Library Oper. Chap. 140	1,051.96
	<u>\$13,369.46</u>

ATTEST: Elizabeth A. Carey, CMC
Town Clerk

ARTICLE 5. To see what sum of money the Town will vote to raise and appropriate and/or transfer from Overlay Reserve for a reserve fund, pursuant to the provisions of Chapter 40, Section 6; or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$50,000.

VOTED: Finance Committee's motion to Adopt and Raise and Appropriate \$50,000 was adopted. (8:27 P.M. 5/5/86)

ARTICLE 6. To determine what sum the Town will authorize and direct the Assessors to take from available funds to reduce the tax levy for the current year, or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Transfer \$100,000 from Free Cash.

VOTED: Motion to Adopt and Transfer \$100,000 from Free Cash for the purpose of Article 6 was adopted. (10:13 5/7/86)

ARTICLE 7. To see what sum of money the Town will vote to transfer from E&D to the Stabilization Fund under the provisions of Chapter 40, Section 5B of the General Laws; or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned for Indefinite Postponement.

VOTED: Article 7 was Indefinitely Postponed. (8:15 P.M. 5/5/86)

ARTICLE 8. To see if the Town will authorize the Board of Selectmen to institute suits on behalf of the Town or defend any suits that are, or may be brought against the Town, and to sign any contracts or agreements in behalf of the Town; or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned for Adoption of Article.

VOTED: Article 8 was Adopted. (8:25 P.M. 5/5/86)

ARTICLE 9. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$33,000.00 as a subsidy to obtain bus service for the Town of Tewksbury and to authorize the Board of Selectmen to execute a contract in the name and in behalf of the Town for such bus service upon terms and conditions as the Board of Selectmen deem advisable, or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: Board of Selectmen and Finance Committee motioned to withdraw Article.

VOTED: Article Withdrawn on a voice vote. (8:09 P.M. 5/8/86)

ARTICLE 10. To see if the Town will vote to authorize the Board of Selectmen to sell, after first giving notice of the time and place of sale by posting such notice of sale in some convenient and public place in the Town and advertising for three successive weeks at least fourteen days before the sale, property taken by the Town under tax title procedure, provided that the Board of Selectmen or whomsoever they may authorize to hold such public auction may reject any bid which they deem inadequate, or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt.

VOTED: Article 10 was Adopted. (10:18 P.M. 5/7/86)

ARTICLE 11. To see if the Town will vote to impose a 4% local excise tax upon the transfer occupancy of any room or rooms in a hotel, lodging house, or motel in accordance with Massachusetts General Laws Chapter 64G, Section 3A, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned for Adoption. Selectman Chairman Charles Coldwell motioned to Amend Article 11.

Selectman Charles Coppola motioned for Indefinite Postponement.

VOTED: Mr. Coldwell's Amendment was Adopted. (9:12 P.M. 5/5/86)

Selectman Coppola's motion for Indefinite Postponement failed. (9:13 P.M. 5/5/86)

Article 11 was adopted, as amended, by a ballot vote - 330 Yes, 140 No. (9:26 P.M. 5/5/86)

AMENDMENT: To see if the Town will vote to accept Mass. General Laws Chapter 64G, Section 3A to impose a local room occupancy excise at the rate of four (4%) per cent. Said excise shall take effect on the first day of July, 1986.

ARTICLE 12. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$1,500.00 to be expended by the Retired Senior Volunteer program for the purpose of funding transportation and meals incurred by volunteers serving in the Town of Tewksbury or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$1500.00

VOTED: Motion to Raise and Appropriate \$1500.00 and Adopt Article 12 was Adopted. (10:53 P.M. 5/7/86)

ARTICLE 13. To see if the Town will vote for the Board of Public Works/Selectmen to enter into a 5 year leasing program with the option to purchase for the following: 3.1 cubic yard loader, 5 ton dumps and 1 ton dumps for the Department of Public Works. Said contract shall be subject to annual appropriation.

BOARD OF PUBLIC WORKS

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$16,135.

VOTED: Motion to Raise and Appropriate \$16,135 and Adopt Article 13 was Adopted. (10:42 P.M. 5/7/86)

ARTICLE 14. "To see if the Town will vote to amend the Town By-Laws by changing Article X Public Works By-Laws, Section 2 to read: The operation of the department shall be under the control of a Superintendent of Public Works who shall have a bachelor's degree, or equivalent, in either management, public administration, or civil engineering or shall have a minimum of five years of responsible supervisory or administration experience, preferably in municipal government, or take any other action relative thereto:"

BOARD OF PUBLIC WORKS

MOTION: Finance Committee motioned to Adopt.

M. Skerry motioned for Indefinite Postponement

VOTED: Indefinite Postponement failed (8:17 P.M. 5/8/86)
Article 14 was Adopted. (8:17 P.M. 5/8/86)

Approved by the Attorney General
June 5, 1986

ARTICLE 15. "To see if the Town will vote to amend the Town By-Laws by changing Article X Public Works By-Law, Section 5 to read: The Superintendent may be removed for just cause only, and, by four members of the board, provided, however, that no such removal shall occur within ninety days following any town election that has caused a change in the composition of the board. He shall be given written notice at least fourteen days prior to the date of removal, which shall specify the reasons for such removal. At his request in writing, a public hearing shall be held by the board on the charges brought against him, or take any other action relative thereto:"

BOARD OF PUBLIC WORKS

MOTION: Finance Committee motioned for Indefinite Postponement.

Board of Public Works motioned to Adopt.

VOTED: The Chair was uncertain of a voice vote. (10:45 P.M. 5/7/86)

Indefinite Postponement was Adopted by a standing count - 203 Yes - 129 No. (10:48 P.M. 5/7/86)

ARTICLE 16. To see if the Town will vote to raise and appropriate, or transfer from available funds, a sum of money owed to the Federal Government under Grant #'s ED-01-51-20606 and #ED-01-51-20609.1, or take any other action relative thereto:

BOARD OF PUBLIC WORKS

MOTION: Finance Committee motioned for Indefinite Postponement.

VOTED: Article 16 was Indefinitely Postponed. (10:39 P.M. 5/7/86)

ARTICLE 17. To see if the Town will vote to accept Section 16A to 16F inclusive of Chapter 83 of the General Laws providing for the collection of delinquent Sewer Charges through the application of a lien on Real Estate.

BOARD OF PUBLIC WORKS

MOTION: Finance Committee motioned for Adoption.

VOTED: Article 17 was Adopted by a secret ballot. 308 Yes, 39 No. (8:28 P.M. 5/8/86)

ARTICLE 18. To see if the Town will vote to raise and appropriate or transfer from available funds the following sums for the purpose of paying outstanding bills of previous years or take any other action relative thereto.

D.P.W.

Town of Andover

Town of Wilmington

Town of Billerica

City of Lowell

Planning Board

Merrimack Valley Advertiser 361.00

Selectmen

Merrimack Valley Advertiser 74.29

Town Counsel

Attorney Charles J. Zaroulis 1,524.82

Town Hall

New England Telephone Company 275.79

Unclassified

Division of Employment Security 14,985.39

MOTION: Finance Committee motioned to Amend and to Raise and Appropriate \$28,229.65.

CORRECTION: Finance Committee motioned to correct under Planning Board to read: Wilmington News Co.

Correction was accepted by the Moderator.

AMENDMENT: Amend by adding Fire Department with the following items:

FIRE DEPARTMENT:

Family Practice Assoc. \$ 385.00

ORSCAN, INC. 375.00

Manlio Locante, M.D. 215.00

Chelmsford Med. Assoc. 56.00

St. John's Hospital 9476.65

Catherine Conley, M.D. 500.00

VOTED: Finance Committee amendment to add Fire Department items was Adopted by a unanimous vote. (11:01 5/7/86) Planning Board - Wilmington News Co. - \$361.00 was Adopted by a unanimous vote. (11:01 5/7/86)

No one stood in opposition for the Adoption of Article 18. Moderator ruled Article 18 was Adopted by a unanimous vote. (11:02 5/7/86)

ARTICLE 19. To see if the Town will authorize both the Town Treasurer and Tax Collector to enter into compensating balance agreements for fiscal year 1987 pursuant to Chapter 44, Section 53F of the General Laws (or act in relation thereto).

TREASURER/COLLECTOR

MOTION: Finance Committee motioned for Adoption.

VOTED: Article 19 was Adopted. (8:56 P.M. 5/5/86)

ARTICLE 20. To see if the Town will authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 1986 in accordance with the provisions of the General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within one year, and to renew any note or notes as may be given for a period of less than one year in accordance with the General Laws, Chapter 44, Section 17.

TREASURER/COLLECTOR

MOTION: Finance Committee motioned for Adoption.

VOTED: Article 20 was Adopted. (8:25 P.M. 5/5/86)

ARTICLE 21. To see if the Town will vote to amend the Personnel By-Laws, Section III, by adding the following paragraph (i) Any employee of the town upon acceptance of another position within the town shall do so without prejudice to previously earned benefits, rights and privileges provided that said employee be a permanent, full-time employee of the town for a period of not less than (1) year.

PERSONNEL BOARD

MOTION: Finance Committee motioned for Adoption.

VOTED: Article 21 was Adopted. (8:14 P.M. 5/5/86)

ARTICLE 22. To see if the Town will vote to raise and appropriate funds, in an amount to be determined, to provide transportation to private schools outside the Town of Tewksbury, or take any action relative thereto.

TEWKSBURY SCHOOL COMMITTEE

MOTION: Finance Committee motioned for Indefinite Postponement. Atty. Geary mentioned he had an amendment to Article 33 and asked the Moderator if he could read the Amendment as Article 22 and Article 33 both concerned private school busing and he was so allowed.

School Committee motioned to withdraw Article 22.

VOTED: Article 22 was withdrawn. (9:11 P.M. 5/8/86)

ARTICLE 23. To see if the Town will vote to raise and appropriate funds, in an amount to be determined, to pay School Committee members an annual salary, or to take any action relative thereto.

TEWKSBURY SCHOOL COMMITTEE

MOTION: Finance Committee motioned for Indefinite Postponement School Committee Chairman Thomas Cooke motioned to Amend, and Adopt Article.

VOTED: School Committee Chairman Cooke's amendment was Adopted (8:51 P.M. 5/8/86)

Motion for Indefinite Postponement failed. (8:52 P.M. 5/8/86) Article 23 was Adopted as Amended. (8:52 P.M. 5/8/86)

AMENDMENT: To see if the Town will vote to Raise and appropriate the sum of \$5200.00 for the purpose of paying each elected school committee member a salary for Fiscal Year 1987 and to fix the salary for each member as follows:

Chairman	\$1200.00
Members (4)	\$1000.00

or take any action relative thereto.

ARTICLE 24. To see if the Town will vote to adopt the provisions of Massachusetts General Laws Chapter 44, Section 53D or take any other action relative thereto.

RECREATION COMMISSION

MOTION: Finance Committee motioned for Indefinite Postponement.

Selectman William Hallisey motioned for Adoption.

Selectman Hallisey withdrew his motion.

VOTED: Indefinite Postponement carried by a secret ballot - 251 YES - 21 No. (10:38 P.M. 5/7/86)

ARTICLE 25. To determine whether the Town, acting under the provisions of Article II of the Amendments to the Constitution of the Commonwealth of Massachusetts, commonly called the "Home Rule Amendment", will adopt the following by-law regarding a Recreation Commission Revolving Fund in the Town of Tewksbury.

Section 1. The Town of Tewksbury hereby establishes in the town treasury an individual revolving fund (hereinafter called "Recreation Fund") for it's Recreation Commission (hereinafter called "Commission"). All receipts of the Commission from wholly or partially self-supporting recreation and park services of the Town shall be credited to the Recreation Fund. The Recreation Fund shall be kept separate from any other monies or funds of the Town, and shall be expended only for those purposes outlined below.

Section 2: The money in the Recreation Fund will be used solely for the maintenance and support of recreation and park facilities and services of the Town, including purchase of equipment and salaries of employees.

Section 3: Expenditures of money of the Recreation Fund may be made by the Recreation Commission without further appropriation. The Town Auditor shall submit annually a report of the Recreation Fund to the Selectmen, the Finance Committee and the Recreation Commission.

Section 4. Nothing in this by-law shall prevent the Town from appropriating funds for purposes of public recreation or entertainment as now or hereafter authorized by law.

Nothing in this by-law shall prevent the Town from accepting gifts or grants of money or property for purposes of public recreation or entertainment.

Section 5. This by-law shall take effect upon it's acceptance by a majority vote of the qualified voters of the Town present and voting thereon at the Annual Town Meeting or any Special Town Meeting called for a purpose. The receipts of the Department for the year in which this by-law is accepted will be retained by the Department and will constitute the working capital to establish the Fund. This by-law supersedes any by-law which is in conflict with it.

or take any other action relative thereto.

RECREATION COMMISSION

MOTION: Finance Committee motioned for Indefinite Postponement.

VOTED: Article 25 was Indefinitely Postponed. (10:39 P.M. 5/7/86)

ARTICLE 26. To see if the Town will vote to authorize the

State Representative to file a bill with the State Legislature to allow the Board of Health to have a revolving account for the purpose of collecting and disposing of residential and municipal rubbish.

BOARD OF HEALTH

MOTION: Finance Committee motioned for Indefinite Postponement. (11:36 P.M. 5/8/86)

VOTED: Article 26 was Indefinitely Postponed.

ARTICLE 27. To see if the Town will vote to raise and appropriate the sum of \$6,727.45 for the purpose of paying the Town of Tewksbury's cost of the Northern Middlesex Area Commission, said cost being based on .2721 per capita, according to the most recent decennial census (1980) as provided in Massachusetts General Laws, Chapter 40B, Section 1 through 7, for year July 1, 1985 through June 30, 1986.

PLANNING BOARD

MOTION: Finance Committee motioned to Adopt and to Raise and Appropriate \$6,727.45

VOTED: Finance Committee motion to Adopt and to Raise and Appropriate \$6,727.45 was Adopted. (9:59 P.M. 5/5/86)

ARTICLE 28. To see if the Town will vote to rezone from Heavy Industrial to General Residence and Farm the following described parcel of land.

Beginning at a point on the north side of Pringle Street to the center line of a brook;

NORTHERLY 1155.67 feet more or less, along said brook to a point thence;

SOUTHEASTERLY 518.75 feet more or less, along land of the Town of Tewksbury to a point; thence,

NORTHEASTERLY 919.99 feet more or less, along land of the Town of Tewksbury to a point; thence,

SOUTHEASTERLY 372.21 feet more or less, along land of the Town of Tewksbury to a point; thence,

NORTHEASTERLY 50.40 feet more or less, along land of the Town of Tewksbury to a point; thence,

SOUTHEASTERLY 453.09 feet more or less, along land of Leroy Bennett Bedell to a point; thence,

SOUTHWESTERLY 403.08 feet more or less, along land of Leroy Bennett Bedell to a point; thence,

SOUTHEASTERLY 733.81 feet more or less, along land of Leroy Bennett Bedell to a point, thence,

SOUTHWESTERLY 883.82 feet more or less, along land of Priore, Tumas, Meehan and Dsouza to a point; thence,

NORTHWESTERLY 964.25 feet more or less, along land of Lipp and by Elm Road to a point; thence,

SOUTHEASTERLY 1,348.77 feet more or less, along Pringle Street to the point of beginning.

Said land consisting of 61.1 acres more or less, and is shown on a Plan of Land in Tewksbury, Mass., "BALDWIN ESTATES", on file with the Tewksbury Planning Board.

Also inclusive lots 59, 60, 61 and 62 bounded by Elm Rd. and Pomfret Rd. and Town Line said land containing 15 acres more or less all as shown on Assessors Map 106.

William D. Hallisey

MOTION: Planning Board motioned for Adoption.

VOTED: More than 100 voters stood in favor of Adoption. Four (4) voters stood in opposition of Adoption.

The Moderator ruled Article 28 was Adopted by a standing count. (10:16 P.M. 5/7/86)

RECONSIDER: A motion was made to Reconsider Article 28.

VOTED: Moderator ruled Reconsideration failed (10:17 P.M. 5/7/86)

No one stood in favor of Reconsideration.

More than 100 voters stood opposed to Reconsideration.

Approved by the Attorney General
June 5, 1986

ARTICLE 29. To see if the Town will vote to amend the Tewksbury zoning by-laws and the associated zoning map by rezoning from Heavy Industry (IH), General Residence and Farm (RG) to all General Residence and Farm (RG) approximately 79 acres located in the easterly part of Tewksbury and bounded and described on Town of Tewksbury map 107, lot 40 as follows:

That portion of town beginning at the intersection of Poplar Street and its projection, thence northeasterly for 217.42 feet perpendicular to Poplar Street, thence northwesterly for 1,367.77 feet to a point 224 feet southeast of South Street, thence northeasterly for 822.29 feet to a point 200 feet southwest of Bemis Circle, then southeasterly for 1,425.47 feet to a point perpendicular to the Wilmington town line, thence southwesterly for 2,151.87 feet parallel to the Wilmington town line to the northeast side of a drainage easement (D.E.), thence along a line parallel to Barbara D Lane for 1,125.27 ± feet to a point perpendicular to Barbara D Lane, thence northeasterly for 408.15 feet to the point of beginning; or take any other action relative thereto.

Thomas E. Mirisola and others

MOTION: Planning Board motioned for Adoption.

VOTED: No one stood opposed.

More than 100 Voters stood in favor of Adoption.

Moderator ruled Article 29 was Adopted by a unanimous vote. (10:24 P.M. 5/7/86)

RECONSIDER: A motion was made to Reconsider Article 29.

VOTED: No one stood in favor of Reconsideration.

Reconsideration failed by an obvious vote.

Moderator ruled Reconsideration failed. (10:24 P.M. 5/7/86)

Approved by the Attorney General

June 5, 1986

ARTICLE 30. To see if the Town will create a new zoning district called Residential Conservation (CR). This zoning district would preserve existing open lands zoned (CR) by providing for minimum building requirements per unit of 2 acres minimum lot size and minimum frontage of 200 feet, minimum front yard setback of 50 feet and minimum side or rear yard setback of 50 feet or take any other action relative thereto.

Thomas E. Mirisola and others

MOTION: Planning Board motioned for Indefinite Postponement.

Mr. T. Mirisola motioned to Amend Article 30, and Adopt Article.

Mr. E. Jones motioned to Amend Article 30, and Adopt Article.

VOTED: Mr. E. Jones' amendment was Adopted. (8:42 P.M. 5/5/86)

Mr. T. Mirisola's amendment was Adopted. (8:44 P.M. 5/5/86) Planning Board's motion for Indefinite Postponement failed. (8:45 P.M. 5/5/86)

Article 30 was Adopted as amended by a standing count - 396 Yes, 4 No - two-thirds vote required (266.6.) (8:49 P.M. 5/5/86)

AMENDMENTS: To see if the Town will create a new zoning district called "Two Acre Residential (R2) - Submitted by E. O. Jones.

To see if the Town will vote to change the zoning By-Law and create a new zoning district called Residential Conservation (CR). This zoning district would preserve existing open lands zoned CR by providing for minimum building requirements per unit of 2 acres minimum lot size and minimum frontage of 200 feet, minimum front yard set back of 50 feet and minimum side or rear yard setback of 20 feet or take any other action relative thereto. - Submitted by Thomas Mirisola

Mr. Mirisola motioned to Reconsider Article 30, "In hopes

it doesn't prevail." No one stood in favor of Reconsideration. Moderator ruled Reconsideration failed. (8:50 P.M. 5/5/86)
Approved by the Attorney General
June 5, 1986

ARTICLE 31. To see if the Town will vote to amend the Zoning By-Law of the Town by amending Section 4.6 - Use Regulations as follows: (1) So as to allow with a special permit from the Board of Appeals, retail mini-storage facilities in the Light Industry District and Heavy Industrial District and, (2) So as to allow as of right in the Heavy Industrial A District as follows:

Section 4.6 - Use Regulations Schedule - Add the following under the heading, "D. Retail business"

	RG	BL	BG	IL	IH	IHA	MFD	CD	AE
7. Retail mini-storage facility	no	no	no	sp	sp	yes	no	no	no

or act in relation thereto.

George Tareila

MOTION: Planning Board motioned for Indefinite Postponement.

Mr. Tariela motioned to Adopt.

A motion was made to move the question.

As Article 31 and Article 32 were related, the Moderator allowed Mr. Tariela's attorney to speak on both Articles and to show a plan.

VOTED: Motion to move the Question was Adopted. (11:28 P.M. 5/8/86)

Planning Board's motion for Indefinite Postponement was Adopted. (11:29 P.M. 5/8/86)

ARTICLE 32. To see if the Town will vote to rezone, where applicable, from a General Residence and Farm District to a Light Industry District, that certain parcel of land containing approximately 3.4 acres of land, located on the southwesterly side of Main Street, bounded and described as follows:

Beginning at the most easterly corner of the premises at the northerly corner of land conveyed by William T. Sheppard, Trustee, to the Tewksbury Veteran's Association, Inc., by deed dated June 8, 1951 and recorded in Middlesex Northern District Registry of Deeds, Book 1171, Page 571; thence NORTHWESTERLY by said Main Street 140 feet, more or less, to an iron pipe at the easterly corner of the premises formerly of James C. McCoy et ux; thence SOUTHWESTERLY by said last named land 225 feet to an iron pipe at a corner; thence NORTHWESTERLY still by said McCoy land 145 feet to a corner; thence SOUTHWESTERLY by land formerly of Eliza A. McCoy 346 feet to land formerly of Anna J. McTeague; thence SOUTHEASTERLY by said McTeague land 138 feet; thence EASTERLY by said McTeague land 160.27 feet to a stone bound; thence still EASTERLY and still by said McTeague land 130.78 feet to the westerly corner of land formerly of Agnes G. Ellis supposed to be land of the New England Power Construction Company; thence NORTHEASTERLY by said land of said Construction Company 331 feet to land of Tewksbury Veteran's Association, Inc.; thence NORTHWESTERLY by said Association, Inc., land 103 feet; thence NORTHEASTERLY still by said Veteran's Association, Inc., land and by the Southeasterly side of a passageway 165 feet to the point of beginning.

Being the same premises conveyed to George W. Tareila be deed of William Tareila and Ethel F. Tareila dated January 3, 1978, and recorded in the said Registry at Book 2285, Page 517;

or act in relation thereto.

George Tareila

MOTION: Planning Board had No Recommendations.

Mr. Tariela motioned to Adopt.

Guy Gallelo motioned for Indefinite Postponement.

VOTED: Mr. Gallelo's motion for Indefinite Postponement was Adopted. (11:35 5/8/86)

ARTICLE 33. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$310,000.00 dollars. Said sum to be used to execute a contract in the name and in behalf of the Town to provide and administer private school transportation.

Joseph A. Silverio and others

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$90,000 to be administered by the School Department.

School Committeeman William Emerson motioned to Amend and to Raise and Appropriate \$310,000, for purpose of the Article.

Mr. Dennis Hogan motioned for Indefinite Postponement. Assessor Charles Stella motioned to Amend Article 33.

Motion was made to Move the Question.

VOTED: Motion to Move the Question was Adopted. (10:10 P.M. 5/8/86)

Some confusion arose on the two submitted Amendments.

The Moderator allowed for a two minute recess.

The Annual Town Meeting reconvened at 10:17 P.M.

MOTION: School Committeeman William Emerson motioned to Withdraw his Amendment and to retain the motion to Raise and Appropriate \$310,000, for purpose of Article.

VOTED: School Committeeman William Emerson's Amendment was Withdrawn. (10:28 P.M. 5/8/86)

The Moderator ruled Assessor Charles Stella's Amendment was Adopted. Seven voters requested a standing count. Mr. Stella's Amendment was Adopted - 413 Yes, 43 No. (10:35 P.M. 5/8/86)

The Moderator ruled the Motion for Indefinite Postponement failed.

Seven voters requested a standing count. Indefinite Postponement failed - 165 Yes, 350 No. (10:40 P.M. 5/8/86)

The Finance Committee's motion to Raise and Appropriate \$90,000 as amended failed by a secret ballot - 262 Yes, 312 No. (10:54 P.M. 5/8/86)

School Committeeman William Emerson's motion to Raise and Appropriate \$310,000 was Adopted by a secret ballot - 306 Yes, 245 No. (11:07 P.M. 5/8/86)

Moderator ruled Article 33 was Adopted as amended. (11:07 5/7/86)

AMENDMENT: All funds Raise and Appropriated under Article 33 to be administered by the Tewksbury School Department to provide transportation for Tewksbury children attending private schools.

ARTICLE 34. To see if the Town will vote to amend the Town By-Laws by adding the following section to Article 1 of the Town By-Laws: "All articles dealing with Town By-Laws, Zoning By-Laws, or the donation or sale of any town-owned land or buildings shall only be accepted for inclusion in the warrant for action at the Annual Town Meeting. No such articles shall appear in any warrants for Special Town Meetings." or take any other action relative thereto.

Barbara A. Flanagan
and others

MOTION: Finance Committee motioned for Adoption.

VOTED: Article 34 was Adopted. (9:27 P.M. 5/5/86)

Disapproved by the Attorney General
June 5, 1986

MOTION: Motion was made to adjourn the 1986 Annual Town Meeting sine die.

VOTED: The 1986 Annual Town Meeting was adjourned sine die at 11:37 P.M., May 8, 1986.

ATTEST: Elizabeth A. Carey, CMC, Town Clerk

Special Town Meeting January 21, 1986

Tewksbury Memorial High School
Pleasant Street
Tuesday, January 21, 1986

Called by proper Warrant the Special Town Meeting, this day, convened at 8:00 P.M. by Moderator William Hurton.

The Moderator read the Town Meeting Guidelines, regarding voting and the visitors section. He emphasized that all voters must have their voter identification ribbon conspicuously displayed or they would not be counted by the counters.

A minute of silence was held for Mrs. Eleanor Donovan, who passed away on January 20, 1986. Mrs. Donovan was a Senior Bookkeeper in the Treasurer/Collectors office and the wife of Planning Board Member George Donovan.

There were 609 registered voters and 31 visitors in attendance.

SPECIAL TOWN MEETING January 21, 1986

ARTICLE 1. To see if the Town will vote to authorize the Board of Selectmen to implement the Handicapped Access Program, including the position of Coordinator, in order to meet the requirements of Section 504 of the Federal Rehabilitation Acts of 1973, and further, to authorize the Board of Selectmen to seek funds through town meeting vote for fiscal years 1987, 1988 and 1989 to implement said program, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned to Adopt Article 1.

VOTED: Article 1 was Adopted by a voice vote. 8:09 P.M. (1-21-86)

ARTICLE 2. To see if the Town will vote to raise and appropriate, or transfer from available funds, the sum of \$1,552.50 into the DPW Salary Account for reimbursement of work done by DPW Employees on emergency repairs to various projects in Town that Contractor's were billed for, or take any other action relative thereto.

BOARD OF PUBLIC WORKS

MOTION: The Board of Selectmen motioned to Withdraw Article 2.

VOTED: Article 2 was withdrawn by a voice vote. 8:10 P.M. (1-21-86)

ARTICLE 3. To see if the town will vote to raise and appropriate, or transfer from available funds, a sum of money to be reimbursed by the Federal Government/Commonwealth of Massachusetts, Disaster Relief Act of 1974, for damages caused by Hurricane Gloria, after all payments have been made under the Emergency Deficit — Hurricane Gloria Account, the balance of monies to be transferred into the DPW Budget, or take any other action relative thereto.

BOARD OF PUBLIC WORKS

MOTION: The Board of Selectmen motioned to Amend and Adopt Article 3.

VOTED: The Amendment was Adopted by a voice vote. 8:14 P.M. (1-21-86)

Article 3 was Adopted, as Amended, by a voice vote. 8:14 P.M. (1-21-86)

AMENDMENT: To see if the Town will vote to accept the sum of \$58,600.50 from the Federal Government/Commonwealth of Massachusetts, PL-93-288 Disaster Relief Act of 1974 for damages caused by Hurricane Gloria, \$10,400.77 paid to

the Emergency Deficit - Hurricane Gloria Account, \$15,000.00 to the DPW Salary Account, \$15,000.00 to DPW Machinery Operating Account, remaining monies (\$18,199.73) to DPW Operating Account or take any other action relative thereto.

Board of Public Works

ARTICLE 4. To see if the town will raise and appropriate or transfer from available funds, the sum of \$261,713.00 for the purpose of continuing town wide rubbish collection for the remainder of the fiscal year, or take any other action relative thereto.

BOARD OF HEALTH

MOTION: The Finance Committee motioned to Adopt and Transfer \$214,000.00 from the School f/y 1986 Salary Account to the Health f/y 1986 Rubbish Disposal Account.

Mr. Al Kinnon motioned to Table Article 4, complete remaining Articles, and then return to Article 4.

A motion was made to Move the Question.

VOTED: Motion to Move the Question was Adopted by a voice vote. 9:04 P.M. (1-21-86)

Mr. Kinnon's motion to Table Article 4, failed, by a voice vote. 9:06 P.M. (1-21-86)

A voice vote on the Finance Committee's motion to Adopt and Transfer \$214,000.00 from the School f/y 1986 Salary Account to the Health f/y 1986 Rubbish Disposal Account was uncertain and was Adopted by a Standing Count: 322 YES, 227 NO. 9:12 P.M. (2-21-86)

After Article 5 was started, Mr. Guy Gallelo motioned to Reconsider Article 4. The Moderator explained that the Assembly was acting on Article 5 and when it was complete his motion would be taken.

VOTED: The Reconsideration motion failed by the needed two-thirds vote. 131 YES, 345 NO. 9:27 P.M. (1-21-86)

ARTICLE 5. To see if the town will vote to authorize the State Representative to file a bill with the State Legislature to allow the Board of Health to have a revolving account for the purpose of collecting and disposing of residential and municipal rubbish.

BOARD OF HEALTH

MOTION: The Finance Committee motioned to Amend and Adopt Article 5.

VOTED: The Finance Committee's motion to Amend Article 5 was taken by a standing count after the Moderator was uncertain of the voice vote.

A standing count revealed: 204 YES, 244 NO.

The Amendment was defeated. 9:20 P.M. (1-21-86)

Article 5, as written in the Warrant, was defeated by a voice vote. 9:22 P.M. (1-21-86)

MOTION: A motion was made to Reconsider Article 5, a two-thirds vote required. 217 YES, 140 NO. (238 needed) Reconsideration failed 10:02 P.M. (1-21-86)

ARTICLE 6. To see if the town will vote to transfer from the Board of Health operating account to the Board of Health salary account the amount of \$2,750.00 so that the office can be staffed for the remainder of the fiscal year.

BOARD OF HEALTH

MOTION: The Finance Committee motioned for Adoption of Article 6.

VOTED: Article 6 was Adopted by a voice vote. 9:28 P.M. (1-21-86)

ARTICLE 7. To see if the town will raise and appropriate or transfer from previously appropriated funds, the sum of \$70,600.00 to the Fire Department Salaries and Wages Account for the purposes of paying Terminal Leave for the FY 1985/86 or take any action relative thereto.

JAMES J. MORRIS,
ACTING CHIEF OF FIRE DEPT.

MOTION: The Finance Committee motioned to Adopt and Transfer \$20,000.00 from Article 16 of the May 1985 Annual Town Meeting and \$20,000.00 from Article 19 of the same meeting to the f/y 1986 Fire Salary Account.

Mr. Ed. Flanagan motioned for Indefinite Postponement. A motion was made to Move the Question.

VOTED: Motion to Move the Question was Adopted by a voice vote. 9:50 P.M. (1-21-86)

Motion for Indefinite Postponement was Adopted. 309 YES, 96 NO 9:55 P.M. (1-21-86)

MOTION: A motion to Reconsider Article 7 failed. Two-thirds vote required. 34 stood in favor of Reconsideration. Over 100 stood in opposition to Reconsideration. Reconsideration obviously failed. 10:31 P.M. (1-21-86)

ARTICLE 8. To see if the town will vote to accept the provisions of Chapter 188, Section 13 of the Acts of 1985 thereby authorizing acceptance by the Town of Professional Development Grant Funds for the purpose of supplementing teacher compensation or to take any action relative thereto.

TEWKSBURY SCHOOL COMMITTEE

MOTION: The Finance Committee motioned to Adopt Article 8.

VOTED: Article 8 was Adopted by a Secret Ballot. 315 YES, 22 NO. 10:26 P.M. (1-21-86)

ARTICLE 9. To see if the town will vote to accept the provisions of Chapter 188, Section 13 of the Acts of 1985 thereby authorizing acceptance by the Town of Professional Development Grant Funds for the purpose of supplementing teacher compensation or to take any action relative thereto.

SHAWSHEEN VALLEY REGIONAL
VOC/TECH SCHOOL DISTRICT

MOTION: The Finance Committee motioned to Adopt Article 9.

VOTED: Article 9 was Adopted by a Secret Ballot. 203 YES, 12 NO. 10:39 P.M. (1-21-86)

A motion was made to adjourn the Special Town Meeting. Motion to adjourn the January 21, 1986 Special Town Meeting, sine die, was Adopted by a voice vote, at 10:39 P.M. (1-21-86)

ATTEST: Elizabeth A. Carey CMC
Town Clerk

Pursuant to Section 15A, Chapter 41, Massachusetts General Laws, I hereby certify the funds appropriated at the Special Town Meeting convened by proper Warrant, Tuesday, January 21, 1986.

APPROPRIATION CERTIFICATE-SPECIAL TOWN MEETING-January 21, 1986

Article	Raise & Appropriate	Transfer From -	Borrow
3. Emergency Deficit -			
Hurricane Gloria Account		\$10,400.77*	
DPW Salary Account		15,000.00*	
DPW Machinery Oper. Acct.		15,000.00*	
DPW Oper. Acct. (Remaining Monies)		18,199.73*	
*All monies under Art. 3 to come from the sum of \$58,600.50 to be accepted from the Federal Government/Commonwealth of Massachusetts, PL-93-288 Disaster Relief Act of 1974 for damages caused by Hurricane Gloria.			
4. Board of Health Fis. 1986			
Rubbish Disposal Acct.		214,000.00 School Fis. 1986 Salary Acct.	
6. Board of Health Salary Acct.		2,750.00 Bd. Health Oper. Acct.	
Total Raise & Appropriate	.00		
Total Transfer		\$275,350.00	
Total Borrow			.00

ATTEST: Elizabeth A. Carey, CMC
Town Clerk

Special Town Meeting May 6, 1986

Tewksbury Memorial High School
Pleasant Street
Tuesday, May 6, 1986

Called by proper Warrant the Special Town Meeting, this day, convened at 8:00 P.M. by Moderator William Hurton.

The Moderator read the Town Meeting Guidelines, regarding voting and the visitors section. He emphasized that all voters must have their voter identification ribbon conspicuously displayed or they would not be counted by the counters.

There were 366 registered voters and 8 visitors in attendance.

Finance Committee Chairman, Jay Kelley, motioned to waive the reading of the Articles by the Moderator in the Special Town Meeting Warrant.

Voted: Motion was adopted. 8:05 P.M.

SPECIAL TOWN MEETING May 6, 1986

ARTICLE 1. To see if the Town will vote to authorize the Board of Selectmen to request the State Legislature to enact a special act establishing a Selectmen-Town Administrator plan, as follows:

AN ACT ESTABLISHING A SELECTMEN-TOWN MANAGER FORM OF GOVERNMENT FOR THE TOWN OF TEWKSBURY
Be it enacted, etc., as follows:

SECTION 1. Upon the acceptance of this act by the Town of Tewksbury, as hereinafter provided, the town shall be governed by the provisions of this act. To the extent that the provisions of this act modify or repeal existing general laws and special acts or that body of law which constituted the town charter under Section 9 of Article LXXXIX of the Amendments to the Constitution of the Commonwealth, this act shall govern. For the purposes of this act, all references to officers, employees or other persons shall be read as applying equally to males and females, regardless of the gender of the pronoun used.

SECTION 2. The selectmen shall appoint the executive secretary, town counsel and the members of all multi-member boards, committees and commissions except those appointed by the moderator.

SECTION 3. The school committee shall continue to be elected in conformity with the votes of the town meeting. All powers, rights and duties, except as herein provided, now or hereafter conferred or imposed by law upon the school committee, shall be exercised and performed by the school committee. Nothing in this act shall be construed to affect the powers and duties of the school committee as provided by law, except as specifically provided herein.

SECTION 4. A member of the board of selectmen, or of the finance committee shall, during the term for which he was elected or appointed, be ineligible either by election or appointment to hold any other town office. Any person appointed by the town manager to any town office under the provisions of this act or of any general or special law shall be eligible during the term of said office to appointment to any other town office, except that the town accountant shall not be eligible to hold the position of town treasurer or the position of town collector. The town manager, subject to any applicable provision of the General Laws relating thereto, may assume the duties of any office which he is authorized to fill by appointment.

SECTION 5A. After adoption of the appointed Town Manager form of government the Selectmen shall forthwith advertise for applicants to serve on a Committee to be known as the "Town Manager Screening Committee."

This committee shall be made up of five (5) citizens of Tewksbury. Duties of this committee shall be to screen all applicants and to submit three (3) applicants for consideration by the Selectmen, of this group the Selectmen SHALL appoint the Town Manager. Members of this Committee shall be prohibited from holding elected or appointed positions in the Town of Tewksbury. Employees of the Town of Tewksbury shall be excluded from consideration as members of this Committee.

The Committee shall be appointed by the Selectmen, for a one (1) year term with no person to serve more than one (1) consecutive term. Each Selectman will appoint one (1) member and in the event of a vacancy the Selectman whose nominee vacates shall be filled by that Selectman for the remainder of the unexpired term.

This committee shall convene in the event of a vacancy in the Office of Manager but shall not be involved in the process in the event of re-appointment.

SECTION 5B. The Selectmen elected as provided herein shall appoint, as soon as practicable, a town manager who shall be a person especially fitted by education, training and experience to perform the duties of the office. The town manager shall be appointed without regard to his political beliefs. He need not be a resident of the Town or of the Commonwealth when appointed, but shall become a resident of the Town or live within a ten (10) mile radius of the Town during the first year of his appointment. He shall possess a college degree at the bachelor level or shall have had five years of experience in a supervisory administrative position or municipal government. He shall execute a bond in favor of the town for the faithful performance of his duties in such sum and with such surety or sureties as may be fixed or approved by the Selectmen. The Selectmen shall employ a town manager for renewable three-year terms. During the first six (6) months of his appointment, shall be on a probationary period and may during said period be removed by the affirmative vote of at least four (4) members of the Board of Selectmen at its convenience and without cause or hearing.

SECTION 6. Any vacancy in the office of town manager shall be filled as soon as possible by the Selectmen. Pending the appointment of a town manager or the filling of any vacancy, the Selectmen shall, within seven days, appoint a suitable person to perform the duties of the office.

SECTION 7. The town manager may designate, by letter filed with the town clerk, a qualified officer of the town to perform his duties during his temporary absence or disability. In the event of failure of the town manager to make such designa-

tion, the selectmen may, by resolution, designate an officer of the town to perform the duties of the town manager until he shall return or his disability shall cease.

SECTION 8. The selectmen, by a four-fifths vote, may remove the town manager. At least thirty days before such proposed removal shall become effective, the selectmen shall file a preliminary written resolution with the town clerk setting forth in detail the specific reasons for his proposed removal, a copy of which resolution shall be delivered to the town manager. The town manager may, within ten days of service of such resolution, reply in writing to the resolution and may request a public hearing. Service shall be deemed to have been accomplished by leaving a copy of such resolution at the town manager's last known abode. If the town manager so requests, the board of selectmen shall hold a public hearing not earlier than twenty days nor later than thirty days after the filing of such request. After such public hearing, if any, otherwise at the expiration of thirty days following the filing of the preliminary resolution, and after full consideration the selectmen by a four-fifths vote of the full membership of the board, may adopt a final resolution of removal. In the preliminary resolution, the selectmen may suspend the town manager from duty, but shall in any case cause to be paid to him forthwith any unpaid balance of his salary during the period of consideration of the preliminary resolution following the filing of the preliminary resolution. Upon the adoption of a final resolution of removal, the selectmen shall pay the town manager severance pay in the amount equal to one month's pay for each full year of service to the town, but in no event more than an amount equal to three month's pay.

SECTION 9. The town manager shall receive compensation for his services which shall be equal to the amount of salary (and other benefits) received by the Superintendent of Schools for the Town of Tewksbury, but said salary and benefits shall not exceed the amount approved therefore by the town.

SECTION 10. In addition to specific powers and duties provided in this act, the town manager shall have the general powers and duties enumerated in this section:—

(a) The town manager shall supervise and direct the administration of all departments, commissions, boards and offices except the board of selectmen, the school committee, election officers and the registrars of voters.

(b) The town manager, in accordance with the provisions of this act and except as otherwise expressly prohibited by the General Laws, may reorganize, consolidate or abolish departments, commissions, boards or offices under his direction and supervision, in whole or in part, may establish such new departments, commissions, boards or offices as he deems necessary, and may transfer the powers and duties of one department, commission, board or office to another.

(c) Except as otherwise provided by this act, the town manager shall appoint upon merit and fitness alone, and, subject to the provisions of chapter thirty-one of the General Laws where applicable, may remove all officers and employees of the town, except employees of the school department; town officers and employees not subject to the provisions of said chapter thirty-one shall not be removed by him except on ten days notice in writing, setting forth the cause of such removal.

(d) Notwithstanding the provisions of section one hundred and eight of chapter forty-one of the General Laws, but subject to all applicable provisions of chapter thirty-one of the General Laws, the town manager shall fix the compensation of all town officers and employees subject to removal by him.

(e) The town manager shall attend all regular meetings of the board of selectmen except meetings at which his removal is being considered.

(f) The town manager shall keep full and complete records of his office, and shall render as often as may be required by the selectmen, a full report of all operations during the period report on.

(g) The town manager shall keep the selectmen fully advised as to the needs of the town and shall recommend to the selectmen for adoption such measures requiring action by them or by the town as he may deem necessary or expedient.

(h) With the exception of property under the jurisdiction of the school committee, the town manager shall have the jurisdiction over the rental and use of all town property and shall be responsible for the maintenance and repair of all town buildings. He shall be responsible for the preparation of plans and the supervision of work on existing buildings or the construction of new buildings.

(i) The town manager shall be responsible for the purchase of all supplies and materials and equipment, except books and educational materials for schools and books and other media for libraries, and shall approve the award of all contracts for all departments of the town. He shall make purchases for departments not under his supervision only upon requisition duly signed by the head of such department.

(j) The town manager shall administer either directly or through a person or persons appointed by him in accordance with this act all provisions of general and special laws applicable to said town, all by-laws and all regulations established by the selectmen.

(k) The town manager shall have authority to prosecute, defend and compromise all litigation to which the town is a party, and shall be the executive officer of the town as referred to in chapter two hundred and fifty-eight of the General Laws pertaining to the processing of claims against the town.

(l) The town manager shall be the selectmen's agent for collective bargaining and may employ special counsel to assist him in the performance of these duties.

(m) The town manager shall perform such other duties, consistent with his office, as may be required of him by the by-laws of the town or by vote of the selectmen or town meeting.

(n) The town manager shall secure on or before December first of each year from all officers, boards and committees charged with equipment a list of all such equipment upon forms approved by the finance committee. Such lists shall be filed with the town accountant who shall transmit them to the clerk of the finance committee.

(o) The town manager shall attend all town meetings and shall be permitted to speak when recognized by the moderator.

SECTION 11. The town manager may without notice cause the affairs of any division or department under his supervision or the job-related conduct of any officer or employee thereof to be examined. The town manager shall have access to all town books and papers for information necessary for the proper performance of his duties.

SECTION 12. The board of public works is hereby abolished. The town manager shall succeed to all powers heretofore possessed or exercised by said board.

SECTION 13. The town manager shall appoint the town accountant, chief assessor, town treasurer-tax collector and all other town officials whose appointment or election is not

specifically provided for herein. The town manager shall appoint, and may remove subject to the civil service laws where applicable, all department heads, all officers and all subordinates and employees for whom no other method of appointment is provided in this act, except persons serving under other elected agencies and appointments made by representatives of the commonwealth.

Appointments to permanent positions made by the town manager shall become effective on the fifteenth day following the day notice of appointment is filed with the board of selectmen, unless the board of selectmen shall, within that period, by a majority vote of the full board, vote to reject any such appointment.

SECTION 14. The town treasurer-tax collector shall receive as compensation fifty (50%) per cent of the salary of the town manager. The town accountant shall receive as compensation thirty-three (33%) per cent of the salary of the town manager. The chief assessor shall receive as compensation twenty-five (25%) of the salary of the town manager, and the remaining two members of the Board of Assessors shall receive as compensation ten (10%) per cent of the salary of the town manager.

SECTION 15. After the acceptance of this act, the registered voters of the Town of Tewksbury shall, in accordance with any applicable laws, by-laws and votes of town, continue to elect the following:—

- (a) Moderator
- (b) Board of Selectmen
- (c) School Committee
- (d) Planning Board
- (e) Board of Health
- (f) Library Trustees
- (g) Representative to Shawsheen Regional Vocational School District Committee
- (h) Housing Authority
- (i) Town Clerk
- (j) Trust Fund Commissioners

The acceptance of this act shall not affect the term of office of any such elected member of such board, committee or authority. Every other elective office, board, committee, or commission of the town shall be terminated or shall become appointive as hereinafter provided, any other provision of law to the contrary notwithstanding. The term of office of any person elected to any office, board, committee or commission of the town, existing at the time of such acceptance and terminated hereunder, shall continue until the appointment of the town manager, and thereafter the said offices, boards, committees and commissions shall be abolished and all powers duties and obligations conferred or imposed thereon by law, except as provided by this act, shall be conferred and imposed upon the town manager to the extent hereinafter provided. The term of office of any person elected to any office, board, committee or commission existing as an elected office at the time of the acceptance of this act and having become appointive hereunder, shall continue until the term for which that person was elected shall have expired, and until the appointment and qualification of his successor.

The board of assessors shall consist of three (3) members, to be appointed by the manager; one member to be known as Chief assessor so designated by the manager. The powers, duties and responsibilities of elected officials shall be as now or hereafter provided by applicable provisions of general laws, special acts, by-laws and votes of the town; except as otherwise expressly provided herein.

Notwithstanding the election by the voters of the town of the officers named in this section, such officers shall be available to the town manager for consultation, conference and discussion on matters relating to their respective offices.

SECTION 16. At least ninety-days prior to the annual town meeting, the town manager shall submit to the selectmen a careful, detailed estimate in writing of the probable expenditures of the town government for the ensuing fiscal year, stating the amount required to meet the interest and maturing bonds and notes or other outstanding indebtedness of the town, and showing specifically the amount necessary to be provided for each fund and department, together with a statement of the expenditures for the current year. He shall also submit a statement showing all revenues received by the town in the preceding fiscal year together with an estimate of the receipts of the current year and an estimate of the amount of income from all sources of revenue exclusive of taxes upon property in the ensuing year. He shall report the probable amount required to be levied and raised by taxation to defray all expenses and liabilities of the town together with an estimate of the tax rate necessary to raise said amount. For the purpose of enabling the town manager to make up the annual estimates of expenditures, all boards, officers, and committees of the town shall, at least one hundred and twenty days prior to the annual town meeting, furnish all information in their possession and submit to him in writing a detailed estimate of the appropriations required for the efficient and proper conduct of their respective departments during the next fiscal year.

SECTION 17. The selectmen shall consider the tentative budget submitted by the town manager and make such recommendations relative thereto as they deem expedient and proper in the interests of the town. On or before the seventy-fifth day prior to the annual town meeting, the selectmen shall transmit a copy of the budget, together with their recommendations relative thereto, to each member of the finance committee.

SECTION 18. The town manager shall be the chief fiscal officer of the town. Warrants for the payment of town funds prepared by the town accountant in accordance with the provisions of section fifty-six of chapter forty-one of the General Laws shall be submitted to the town manager. The approval of any such warrant by the town manager shall be sufficient authority to authorize payment by the town treasurer, but the selectmen shall approve all warrants in the event of a vacancy in the office of town manager.

SECTION 19. All laws, by-laws, votes, rules and relations, whether enacted by authority of the town or any other authority, which are in force in the Town of Tewksbury on the effective date of this act, or any portion of portions thereof, not inconsistent with the provisions of this act, shall continue in full force and effect until otherwise provided by other laws, by-laws, votes, rules and regulations, respectively. All other laws, by-laws, votes, rules and regulations so far as they refer to the Town of Tewksbury are hereby suspended but such suspension shall not revive any pre-existing enactment.

SECTION 20. No contract existing and no action at law or suit in equity, or other proceeding pending at the time this act is accepted, or at the time of revocation of such acceptance, shall be affected by such acceptance or revocation, except that upon revocation any contract made by the town with the town manager then in office shall be terminated immediately upon such vote subject only to termination payment right under section eight.

SECTION 21. Any person holding a town office or employment under the town shall retain such office or employment and shall continue to perform his duties until provisions shall have been made in accordance with this act for the performance of the said duties by another person or agency. No person in the permanent full-time service of employment of the town shall forfeit his pay grade or time in service. Each such person shall be retained in a capacity as similar to his former capacity as is practical.

If a majority of the votes is in the affirmative on this act, a home rule petition will be submitted to the State Legislature, or take any other action relative thereto.

Paul H. Sullivan
Charles T. Coppola

MOTIONS: Finance Committee motioned for Indefinite Postponement.

Selectman Paul Sullivan motioned to Amend Section 14 and Section 5B and to Adopt Article I, as amended.

Michael Skerry motioned to Amend Section 5B.

Donna Haines motioned to Amend Section 5A.

Ed Flanagan motioned to Amend Section 14.

Paul Fansel motioned to Amend Section 8.

Al Kinnon motioned to Amend Section 5B.

Lee Toth motioned to Amend by adding a new Section 15A.

VOTED: Selectman Paul Sullivan's amendment to Section 14 was adopted. 9:03 P.M.

Selectman Paul Sullivan's amendment to Section 5B was adopted. 9:04 P.M.

Michael Skerry's amendment to Section 5B was adopted. 9:06 P.M.

Donna Haines' amendment to Section 5A was adopted. 9:08 P.M.

Ed Flanagan's amendment to Section 14 was withdrawn. 8:45 P.M.

Paul Fansel's amendment to Section 8 was defeated. 9:10 P.M.

Al Kinnon's amendment to Section 5B was adopted. 10:01 P.M.

Lee Toth's amendment to add a new Section 15A was adopted. 10:02 P.M.

RECONSIDERATION: Carl Krueger motioned to Reconsider Paul Sullivan's second amendment to Section 5B.

VOTED: Reconsideration was adopted. 215 yes, 27 no. 10:16 P.M.

RECONSIDERATION: Al Kinnon motioned to reconsider his amendment to Section 5B.

VOTED: Reconsideration was adopted. On a standing count the Moderator ruled more than 2/3's of the voters approved reconsideration. 10:17 P.M.

AMENDMENT WITHDRAWN: Paul Sullivan motioned to withdraw his second amendment to Section 5B.

VOTED: Motion to withdraw Paul Sullivan's second amendment was adopted. 10:19 P.M.

AMENDMENT WITHDRAWN: Al Kinnon motioned to withdraw his original amendment to Section 5B.

VOTED: Motion to withdraw Al Kinnon's original amendment to Section 5B was adopted. 10:20 P.M.

MOTION: A. Kinnon motioned to amend Section 5B with another amendment.

VOTED: This other amendment was adopted. 10:26 P.M.

NOTED: Finance Committee motion for Indefinite Postponement was defeated. 10:30 P.M.

Paul Sullivan's motion to adopt Article 1, as amended, was adopted. 10:31 P.M.

RECONSIDERATION: A. Kinnon motioned to Reconsider Article 1.

NOTED: No one stood in favor of Reconsideration. Moderator ruled, Reconsideration failed. 10:32 P.M.

The following submitted and adopted amendments are incorporated into Article 1.

AMENDMENT to Article 1, Section 5A

End of Paragraph 1:

Relatives of, employees of and/or business associates of elected officials shall not serve as members of the "Town Manager Screening Committee".

Donna Haines

AMENDMENT to Article 1, Section 5B.

The Selectmen elected as provided herein shall appoint, by a *four-fifths vote*, as soon as practicable, a town manager who shall be a person especially fitted by education, training and experience to perform the duties of the office.

Michael F. Skerry

AMEND Section 5B by:

"He shall possess at least a Bachelor Degree in public or business administration and five years as a city or town manager or head executive officer of a municipality or a Masters Degree in lieu of 2 years exp."

"any person holding public office in Tewksbury at the time of the enactment of this petition or has held public office in Tewksbury for two of the previous years shall not be allowed to hold this position.

Al Kinnon

Amend Section 14 to read:

The town treasurer-tax collector shall receive as compensation a *minimum of fifty (50%) per cent* of the salary of the town manager. The town accountant shall receive as compensation a *minimum of thirty three (33%) per cent* of the salary of the town manager. The chief assessor shall receive as compensation a *minimum of twenty five (25%)* of the salary of the town manager, and the remaining two members of the Board of Assessors shall receive as compensation a *minimum of ten (10%) per cent* of the salary of the town manager, or *whatever such sum the town shall raise and appropriate as compensation at its annual town meeting.*

Paul Sullivan

Amend by adding Section 15A:

Recall

(a) Application — Any person who holds an elected office with more than six months remaining of the term of office, may be recalled from the office by the voters in the manner provided in this section.

(b) Recall Petitions — One hundred and forty (140) or more voters may file with the town clerk an affidavit containing the name of the office whose recall is sought and a statement of the grounds upon which the petition is based. The signatures on such petitions shall contain the names of at least twenty voters in each of the precincts.

If said petition is found to be valid the town clerk shall thereupon deliver to the ten persons first named on such petitions, petition blanks demanding such recall, printed forms of which she shall keep available. The blanks may be com-

pleted by printing or typewriting; they shall be addressed to the Board of Selectmen; they shall contain the names of the ten persons to whom they are issued and the grounds for recall as stated in the affidavit; they shall demand the election of a successor to the office; they shall be dated and signed by the town clerk. The recall petitions shall be returned to the office of the town clerk within twenty (20) days following the date they are issued, signed by at least fifty (50) percent of the total number of persons voting at the previous annual town election.

The town clerk shall, within twenty-four (24) hours following such filing with her, submit the petitions to the board of registrars of voters which shall within five (5) days thereafter, certify thereon the number of signatures which are the names of voters.

(c) Recall Elections — If the petitions shall be certified by the registrars of voters to be sufficient, the town clerk shall forthwith submit the same with her certificate to the Board of Selectmen. Upon its receipt of the certified petitions the Board of Selectmen shall forthwith give notice, in writing, of said petition to the officer whose recall is sought. If said officer does not resign his office within five (5) days following delivery of said notice, the Board of Selectmen shall order a special election to be held not less than thirty-five (35) nor more than sixty (60) days after the date of the certification of the town clerk that the petition is sufficient. If a vacancy occurs in the office after a recall election has been ordered, the election shall nevertheless proceed as provided in this section, but only the ballots for candidates need be counted.

(d) Nomination of Candidates — An officer whose recall is sought may be a candidate to succeed himself in the event the vote on the question of recall is in the affirmative. The nomination of all candidates, the publication of the warrant for the recall election and the conduct of the recall election shall be in accordance with this Special Act and Mass. General Law regulating elections.

(e) Propositions on the Ballot — Ballots used at the recall election shall state the proposition in the order indicated:

For the recall of

(name of officer)

Against the recall of

(name of officer)

Adjacent to each proposition shall be a place to vote for either of said propositions. After the said proposition shall appear the word 'candidates' and the names of candidates arranged as prescribed by law. If a majority of the votes cast on the proposition is against the recall the votes for candidates need not be counted. If a majority of the votes cast is in favor of the recall the votes for candidates shall be counted and the candidate receiving the highest number of votes shall be declared elected.

(f) Officeholder — The incumbent shall continue to hold his office and to perform his duties until the recall election. If he is then not recalled he shall continue in his office for the remainder of his unexpired term, subject to recall as provided in section g.

If the officer is recalled he shall be deemed removed upon the certification of the election results. The candidate who receives the highest number of votes shall serve for the balance of the unexpired term.

(g) Request of Recall Petition-No recall petition shall be filed against an officer within six (6) months after he takes office, or in the case of an officer subjected to a recall election and not recalled thereby, until at least six (6) months after the election at which his recall was submitted to the voters.

Lee Toth

ARTICLE 2. To see if the town will vote to direct the Board of Selectmen to petition the General Court, under the provisions of Chapter 43B, paragraph 20 of the General Laws, to enact special legislation which will change the form of Town Government by creating the full-time elective office of Chief Administrator, or take any other action relative thereto.

ARTICLE 1. Incorporation; Short Title, Powers

Section 1-1 Incorporation

The inhabitants of the Town of Tewksbury, within the corporate limits established by law, shall continue to be a body corporate and politic under the name "Town of Tewksbury."

Section 1-2 Short Title

This instrument shall be known and cited as the Tewksbury Special Act: Elected Chief Administrator.

Section 1-3 Powers of the Town

Subject only to express limitations on the exercise of any power or function by a town in the constitution or the statutes of the Commonwealth, it is the intent and the purpose of the voters of Tewksbury, through the adoption of the Special Act to secure for the town all powers it is possible to secure under the constitution and statutes of the commonwealth, as fully and completely as though each power were specifically and individually enumerated herein.

The powers of the Town under this Special Act are to be construed liberally in favor of the Town and the Specific mention of particular powers of the Town as stated above.

Section 1-4 Intergovernmental Relations

Subject only to express limitations in the constitution or statutes of the Commonwealth, the Town may exercise any of its powers or perform any of its functions, and may participate in the financing thereof, jointly or in cooperation, by contract or otherwise, with the Commonwealth, or any political sub-division or agency thereof, or the United States government or agency thereof.

ARTICLE 2. Legislative Branch

Section 2-1 Town Meeting

The Annual Town Meeting shall continue in its present form and consistent with the Mass. General Laws and the By-Laws of the Town of Tewksbury, except as provided in this Special Act.

ARTICLE 3. Executive Branch

Section 3-1 Composition; Election, Term, and Eligibility

(a) The offices to be filled by the voters shall be as at present plus a Chief Administrator.

(b) The Board of Selectmen shall remain a five (5) member board, nominated and elected in the present manner for three (3) year terms.

(c) Any voter shall be eligible to hold any elective town office provided, however, no person shall simultaneously hold more than one elected town office.

Section 3-2 Chief Administrator

(a) The Chief Administrator shall be elected at the Annual Town Election by the registered voters of the Town for a term of three (3) years and shall serve as Chief Administrator until his successor is elected. The Chief Administrator shall hold no other elective position during his term of office, and his election to any other federal, state, or county office shall serve to vacate the office of Chief Administrator.

(b) He shall be a registered voter and legal resident of the Town of Tewksbury.

(c) He shall devote his full time to his office and he shall not engage in any other business, occupation, or profession

during his term.

(d) He shall receive an annual salary, not less than \$50,000.00, the exact amount to be set by the annual town meeting.

Section 3-3 Chief Administrator Power and Authority

(a) The Chief Administrator shall be the chief administrative officer of the Town and shall be responsible to the voters of Tewksbury for the proper discharge of all duties of the office and for the proper administration of all town affairs placed under his charge by or under this Special Act. The powers and duties shall include, but need not be limited to the following:

(b) The executive and administrative powers of the Town shall be vested in, and exercised by, the Chief Administrator except as may be provided by Mass. General Law, Town By-Law, and this Special Act.

(c) The Chief Administrator shall be responsible for the fiscal policies of the Town.

(d) He shall appoint, and may remove, subject to the civil service law where applicable, all department heads, all officers and subordinates and employees for whom no other method of selection is provided by this Special Act or by law, except persons serving under other elected officers or elected multiple member bodies.

(e) Appointments made by the Chief Administrator shall become effective on the fifteenth (15) day following the day on which notice of the proposed appointment is filed with the Board of Selectmen, unless the Board of Selectmen shall, within said period by majority vote of the full board vote to reject any such appointment, or has sooner voted to affirm it. Copies of all notices of appointments made by the Chief Administrator shall forthwith be posted on the Town Hall bulletin board.

(f) He shall be entrusted with the administration of a town personnel system, including but not limited to personnel policies and practices, rules and regulations, Personnel By-Law and all collective bargaining agreements entered into on behalf of the Town. He shall prepare, maintain and keep current a plan establishing the personnel staffing requirements for each town agency, except those under the jurisdiction of the School Committee, other elected officers, or elected multiple member bodies.

(g) He shall attend all regular and special meetings of the Board of Selectmen, unless excused at his own request, and shall have a voice, but no vote in all of its discussions, unless prohibited by Mass. General Law or Town By-Law.

(h) He shall attend all hearings relative to town meeting and shall answer all questions concerning warrant articles which are directed and which relate to matters under his general supervision.

(i) He shall prepare and submit a proposed annual operating budget and a proposed capital outlay program to the Board of Selectmen and the Finance Committee.

(j) He shall prepare and submit capital improvement programs to the Board of Selectmen at the end of each fiscal year and at such other times as it may reasonably require.

(k) He shall keep the Board of Selectmen and the public fully informed as to the financial condition and needs of the Town, and shall make such recommendations to the Board of Selectmen at the end of each fiscal year and at such other times as it may reasonably require.

(l) He shall assure that full and complete records of the financial and administrative activities of the Town are kept and shall render full reports to the Board of Selectmen at the end of each fiscal year and at such other times as it may reasonably require.

(m) He shall have jurisdiction over the rental and use of all town facilities, except those under the jurisdiction of the School Committee. He shall be responsible for the maintenance and repair of all town facilities, including, if authorized by a town meeting vote, school buildings and grounds.

(n) He may at any time inquire into the conduct of office of any town officer, employee, or agency under his jurisdiction.

(o) He shall assure that a full and complete inventory of all property of the Town, both real and personal, is kept, including all property under the jurisdiction of the School Committee and other elected town officers and multiple member bodies.

(p) He shall be responsible for the negotiation of all contracts with town employees over wages, hours, and other terms and conditions of employment; provided, however, that any such contract as he may propose may be rejected by a majority vote of the full Board of Selectmen within fifteen (15) days following the date it is submitted to such board.

(q) He shall be responsible for the purchase of all supplies, materials, and equipment, and shall award all contracts for supplies, materials and equipment for all departments and activities of the Town, under his jurisdiction, except in the case of emergency. He shall examine and inspect or cause to be examined and inspected, the quality, and condition of all supplies, materials and equipment delivered to or received by any town agency under his jurisdiction.

(r) He may authorize any subordinate officer or employee to exercise any power or function he is authorized to exercise, provided, however, that all acts performed under such delegation shall be deemed to be his acts.

(s) He shall perform such other duties as may be required of him by this Special Act, Town By-Law or town meeting vote.

(t) He shall see that all provisions of Mass. General Law, this Special Act, Town By-Law, and other votes of the town meeting, and votes of the Board of Selectmen which require enforcement by him, or officers and employees subject to his direction and supervision, are faithfully carried out, performed and enforced.

(u) He shall supervise, direct and be responsible for the efficient administration of all functions under his control. Said functions to include the administration of all offices, agencies, committees, commissions, and town departments formerly supervised and administered by the Board of Selectmen/Department of Public Works Commissioners, as well as other duties and functions authorized by this Special Act. by By-Law, or by town meeting vote, including all officers appointed by him and their respective departments.

(v) He shall submit to the Town an annual report covering the performance of his office and stating the actions he has taken in the preceding year. The Chief Administrator's report shall be included in the annual town report.

Section 3-4 Power of Appointment

The Chief Administrator shall appoint members of the town boards and commissions created by Mass. General Law, Town By-Law, and this Special Act, including all those presently appointed by the Board of Selectmen or by the Chairman of the Board of Selectmen, except as otherwise specifically provided. He shall fill the vacancies on all boards and committees. His appointment to boards and committees shall require confirmation by the Board of Selectmen.

Section 3-5 Manner of Making Appointments.

(a) In making his appointments, the Chief Administrator shall do so based solely on the fitness of the appointee and

the best interest of the Town.

(b) He shall make all appointments in writing, signed by him and filed with the Town Clerk.

(c) The appointee shall be sworn to office only upon the filing of this certificate of appointment and in no case shall assume any of his duties until he is sworn to office.

Section 3-6 Direction of Chief Administrator

Unless otherwise provided in this Special Act, all divisions, departments, offices, and agencies, appointed by the Chief Administrator shall be administered by him or any officer appointed by and subject to the supervision of the Chief Administrator.

Section 3-7 Town Counsel

(a) The Town Counsel shall be appointed by the Chief Administrator and this appointment shall require confirmation by the Board of Selectmen.

(b) Whenever the town counsel shall prepare for the information of any town agency a written opinion concerning any aspect of the public business he shall file a copy of the said written opinion in the office of the Chief Administrator. The Chief Administrator shall keep the copies of all written opinions filed under this section in a record book maintained for that purpose, to which the public shall have a convenient right to access.

Section 3-8 Board of Selectmen Power and Authority

(a) The executive powers of the Town shall be vested in the Board of Selectmen. The Board of Selectmen shall have all of the executive powers given to Boards of Selectmen by Mass. General Law or otherwise.

(b) No individual member of the Board of Selectmen, nor a majority of them, shall at any time, attempt to become involved in the day-to-day administration of the affairs of the Town. It is the intention of this provision that the Board of Selectmen shall act only through the adoption of policy directives and guidelines which shall be implemented by the Chief Administrator.

(c) The Board of Selectmen shall cause all of the laws and orders for the government of the Town to be enforced and shall cause a record of all its official acts to be kept.

(d) Licensing Authority — The Board of Selectmen shall be the licensing board for the Town and shall have a power to issue licenses, to make all necessary rules and regulations regarding the issuance of such licenses and to attach conditions and to impose restrictions on any such license it may issue as it deems to be in the public interest, and to enforce all laws relating to all such businesses for which it issues licenses.

(e) The Chairman of the Board of Selectmen shall be elected by the members of the Board of Selectmen at the first meeting following the annual election and shall preside at the meetings of the board, but shall have no administrative duties.

(f) The Board of Selectmen may adopt rules, not inconsistent with this Special Act, governing its own proceedings and other matters pertaining to the exercise of its powers and the performance of its duties.

(g) The Board of Selectmen shall meet regularly at least twice in every month. Special meetings may be held if called by the Chief Administrator, the Chairman of the Board of Selectmen, or by any three (3) members of the board, provided that notice of such meeting shall have been hand delivered to each other member in person or sent by registered mail at least forty-eight (48) hours in advance thereof.

(h) Members of the Board of Selectmen shall receive a salary approved by the annual town meeting.

ARTICLE 4. Elected Officials

Section 4-1 Membership; Term, Compensation and Recall

(a) Office	Term	Members
Chief Administrator	3 years	1
Selectmen	3 years	5
Town Clerk	3 years	1
Assessors	3 years	3
Auditor	3 years	1
Treasurer/Collector	3 years	1
Board of Health	3 years	3
Moderator	3 years	1
School Committee	3 years	5
Regional Vocational		
School District	3 years	2
Planning Board	5 years	5
Housing Authority	5 years	5
Library Trustees	3 years	6
Trust Fund		
Commissioners	3 years	3

(b) Compensation: Compensation of elected officials shall be determined by town meeting or town by-law.

(c) Filling of Vacancies of Elected Officials: The office of elected officials shall become vacant upon the death, resignation or removal from office in any manner authorized by Mass. General Law and said vacancy shall be filled as specified in the Mass. General Law.

Section 4-2 School Committee Composition and Eligibility

(a) There shall be a School Committee of five (5) members who shall be nominated and elected by the voters.

(b) The term of the School Committee members shall be for three (3) years until their successor is qualified.

(c) The Chief Administrator and/or his designee may attend any and all meetings and may participate in any and all discussions as a non-voting member.

(d) The School Committee shall have powers and duties which school committees have under Mass. General Law, Town By-Law, and this Special Act.

ARTICLE 5. Recall

(a) Application — Any person who holds an elected office with more than six months remaining of the term of office, may be recalled from the office by the voters in the manner provided in this section.

(b) Recall Petitions — One hundred and forty (140) or more voters may file with the town clerk an affidavit containing the name of the office whose recall is sought and a statement of the grounds upon which the petition is based. The signatures on such petitions shall contain the names of at least twenty voters in each of the precincts.

If said petition is found to be valid the town clerk shall thereupon deliver to the ten persons first named on such petitions, petition blanks demanding such recall, printed forms of which she shall keep available. The blanks may be completed by printing or typewriting; they shall be addressed to the Board of Selectmen; they shall contain the names of the ten persons to whom they are issued and the grounds for recall as stated in the affidavit; they shall demand the election of a successor to the office; they shall be dated and signed by the town clerk. The recall petitions shall be returned to the office of the town clerk within twenty (20) days following the date they are issued, signed by at least fifty (50) percent of the total number of persons voting at the previous annual town election.

The town clerk shall, within twenty-four (24) hours following such filing with her, submit the petitions to the board of registrars of voters which shall within five (5) days thereafter, certify thereon the number of signatures which are the names of voters.

(c) Recall Elections — If the petitions shall be certified by the registrars of voters to be sufficient, the town clerk shall forthwith submit the same with her certificate to the Board of Selectmen. Upon its receipt of the certified petitions the Board of Selectmen shall forthwith give notice, in writing, of said petition to the officer whose recall is sought. If said officer does not resign his office within five (5) days following delivery of said notice, the Board of Selectmen shall order a special election to be held not less than thirty-five (35) nor more than sixty (60) days after the date of the certification of the town clerk that the petition is sufficient. If a vacancy occurs in the office after a recall election has been ordered, the election shall nevertheless proceed as provided in this section, but only the ballots for candidates need be counted.

(d) Nomination of Candidates — An officer whose recall is sought may be a candidate to succeed himself in the event the vote on the question of recall is in the affirmative. The nomination of all candidates, the publication of the warrant for the recall election and the conduct of the recall election shall be in accordance with this Special Act and Mass. General Law regulating elections.

(e) Propositions on the Ballot — Ballots used at the recall election shall state the proposition in the order indicated:

For the recall of
(name of officer)
Against the recall of
(name of officer)

Adjacent to each proposition shall be a place to vote for either of said propositions. After the said proposition shall appear the word 'candidates' and the names of candidates arranged as prescribed by law. If a majority of the votes cast on the proposition is against the recall the votes for candidates need not be counted. If a majority of the votes cast is in favor of the recall the votes for candidates shall be counted and the candidate receiving the highest number of votes shall be declared elected.

(f) Officeholder — The incumbent shall continue to hold his office and to perform his duties until the recall election. If he is then not recalled he shall continue in his office for the remainder of his unexpired term, subject to recall as provided in section g.

If the officer is recalled he shall be deemed removed upon the certification of the election results. The candidate who receives the highest number of votes shall serve for the balance of the unexpired term.

(g) Request of Recall Petition-No recall petition shall be filed against an officer within six (6) months after he takes office, or in the case of an officer subjected to a recall election and not recalled thereby, until at least six (6) months after the election at which his recall was submitted to the voters.

ARTICLE 6. Financial Procedures

Section 6-1 Finance Committee; Membership and Appointment; Duties

(a) The Finance Committee shall continue to be appointed as presently provided by Town By-Law.

Section 6-2 Chief Administrator — Action on Budget

(a) Town Officials, Department Heads, any committees, or commissions responsible for appropriation or expenditure of town monies shall submit a copy of their proposed budget, for the ensuing year, to the Chief Administrator and the Finance Committee by or on the date prescribed by the Town By-Laws.

(b) Upon the written request of the Chief Administrator, Elected Officials, Department Heads, any Committee, or Commission responsible for appropriation or expenditure of town monies, shall appear before the Chief Administrator.

(c) The final budget adopted by the School Committee shall be submitted to the Chief Administrator 60 days prior to the Annual Town Meeting to enable him to consider the effect on the total town budget he is required to recommend.

(d) Public Hearings: The Finance Committee shall hold hearings on the budget which shall be posted and also advertised in a local newspaper. Copies of the budget shall be made available to the public in accordance with Mass. General Law, Town By-Law, and this Special Act. The Chief Administrator shall attend these public hearings.

(e) The Chief Administrator and the Finance Committee shall meet jointly and prepare, in print, their respective recommendations which shall be submitted to the Board of Selectmen, in a timely manner.

(f) Recommendations of the Chief Administrator and the Finance Committee shall be printed alphabetically by department and shall contain four (4) columns: the appropriation of the previous year, the current request of the department head, the Finance Committee recommendations, and the Chief Administrator's recommendations.

(g) The final recommendations of the Chief Administrator and Finance Committee shall be made available, in writing, to the public, five (5) days before any town meeting.

ARTICLE 7.

Section 7-1 Temporary Absence of Chief Administrator

(a) Acting Chief Administrator: Whenever, by reason of sickness, absence from town, or other cause, the Chief Administrator shall be unable to perform the duties of his office for a period of three (3) working days, the Chairman of the Board of Selectmen shall be the Acting Chief Administrator.

The Board of Selectmen, by the full board's unanimous vote, may make the determination that the Chief Administrator is unable to function as desired above.

(b) Powers of the Acting Chief Administrator: The Acting Chief Administrator shall have all of the powers of the Chief Administrator except that he shall not make any permanent appointments or removal to or from any office.

(c) If the Chairman of the Board of Selectmen cannot serve as Acting chief Administrator or the Chief Administrator's sickness, absence, or other cause extends ten (10) consecutive working days, the Board of Selectmen shall select a person for the position of Acting Chief Administrator, who shall meet the qualifications described in Section 4-2 (b) of this Special Act. The Board of Selectmen may appoint any qualified voter of the Town of Tewksbury except themselves.

(d) If the position of Chief Administrator becomes vacant by resignation, death, or removal from office in any manner authorized by Mass. General Law or this Special Act, the Board of Selectmen shall select an Acting Chief Administrator as provided in Section 4-8 (c). In this case the Acting Chief Administrator shall serve until a Special Town Election is held on the Saturday which falls closest to ninety (90) days from the date the vacancy occurred except when the Annual Town Election is scheduled to be held between ninety (90) days and one hundred and twenty (120) days from the date the vacancy occurred in which case no Special Town Election shall be held and the Acting Chief Administrator shall serve until the aforesaid Annual Election is held.

ARTICLE 8. General Provisions

Section 8-1 Resignations

Resignations shall include the effective date of resignation and shall be signed. No resignations shall be deemed effective until it is filed with the town clerk. Upon the receipt of

the resignation, the town clerk shall notify the Chief Administrator and where applicable, the Chairman of the Board or Commission affected by the resignation.

Section 8-2 Rules and Regulations

A copy of all rules and regulations adopted by any town agency shall be filed in the office of the town clerk.

Section 8-3 Severability

If any provision of this Special Act is held invalid, the other provisions of the Special Act shall not be affected thereby. If the application of the Special Act or any of its provisions to any person or circumstances is held invalid, the application of the Special Act and its provisions to other persons and circumstances shall not be affected thereby.

Section 8-4 Specific Provisions Shall Prevail

(a) To the extent that any specific provision of this Special Act conflicts with any provision expressed in this Special Act in general terms, the specific provisions shall prevail.

(b) Special Act Changes: This Special Act may be replaced, revised or amended in accordance with any procedure made available under the state constitution, or by statute enacted in accordance with the state constitution.

Section 8-5 References to Mass. General Laws

All references to the Mass. General Laws contained in this Special Act refer to the General Laws of the Commonwealth of Massachusetts and are intended to include any amendments or revisions to such Chapters and sections or to the corresponding Chapters and Sections of any rearrangement of the General Laws enacted subsequent to the adoption of this Special Act.

Section 8-6 References to Town By-Laws

All references to the Town By-Laws contained in this Special Act refer to the Town By-Laws of the Town of Tewksbury and are intended to include any amendments or revisions and Sections of any rearrangements of the Town By-Laws enacted subsequent to the adoption of this Special Act.

Section 8-8 Definitions

Unless another meaning is clearly apparent from the manner in which the word is used, the following words used in this Special Act shall have the following meanings:

(a) Special Act: The words "Special Act" shall mean this Special Act and any amendments to it made through any method provided under Article LXXXIX of the amendments of the State Constitution.

(b) Town: The word "Town" or "town" shall mean the Town of Tewksbury.

(c) Town Agency: The words "town agency" shall mean any board, commission, committee, department, or office of the town government.

(d) Full Board: The words "full board" shall mean the entire compliment of the Board of Selectmen, notwithstanding any vacancies which might exist.

(e) Majority Vote: The words "majority vote" shall mean a majority of those present and voting; provided that a quorum of the body is present when the vote is taken.

(f) Voters: The word "voters" shall mean registered voters of the Town of Tewksbury.

(g) Days: The word "days" shall refer to business days, not including Saturdays, Sundays and legal holidays when the time set is less than seven (7) days; when the time set is seven (7) days or more, every day shall be counted.

(h) Emergency: The word "emergency" shall mean a sudden, unexpected, unforeseen happening, occurrence or condition which necessitates immediate action.

(i) Multiple Member Body: The words "multiple member body" shall mean any board consisting of two (2) or more persons, whether elected, appointed or otherwise constituted.

(j) General Laws (G.L.): The words "General Law(s)" (used with initial capitals) shall refer to the Mass. General Laws of the Commonwealth as they exist at the time this Special Act is adopted and are intended to include all applicable amendments or revisions or to the corresponding Chapters and Sections of any recodification or rearrangement adopted subsequent to the adoption of this Special Act.

(k) Town By-Law: The word "Town By-Law" shall refer to the Town of Tewksbury Town By-Laws as they exist at the time this Special Act is adopted and are intended to include all applicable amendments or revisions or rearrangements adopted subsequent to the adoption of this Special Act. In a case where any provisions of this Special Act is in conflict with any provision expressed in the Town By-Laws, the provisions of this Special Act shall prevail.

Section 8-9 Number and Gender

Words importing the singular number may extend and be applied to several persons or things; words importing the plural number may include the singular; words importing the masculine gender shall include the feminine gender.

ARTICLE 9. Boards, Commissions and Committees

Section 9-1 Creation of Boards, Commissions, and Committees

In addition to the boards, commissions and committees created by this Special Act, the Chief Administrator may by approval of the Board of Selectmen and Town Meeting establish boards, commissions, and committees and may prescribe their composition, function, and duties within the limits prescribed by Mass. General Law, Town By-Law, and this Special Act.

Section 9-2 Appointing Authority

Unless otherwise specifically provided, appointments to boards, commissions, and committees, including vacancies or expired terms, shall be made by the Chief Administrator subject to confirmation by the Board of Selectmen.

Section 9-3 Duties

Boards, commissions, and committees shall exercise their powers in accordance with Mass. General Law, Town By-Law, and this Special Act.

ARTICLE 10. Administrative Organization

Section 10-1 Personnel By-Law:

Except as provided in this Special Act, the Personnel By-Laws shall remain in force.

Section 10-2 Collective Bargaining

Policies and procedures governing municipal collective bargaining and other relationships with employee organizations under the Chief Administrator and the Board of Selectmen's jurisdiction shall be proposed by the Chief Administrator with confirmation by the Board of Selectmen.

Section 10-3 Reorganization Plans by the Chief Administrator

The Chief Administrator may from time to time prepare and submit to the Board of Selectmen, reorganization plans which may, subject to applicable law, this Special Act and Town By-Law, reorganize, consolidate, or abolish any town board, commission, committee, in whole or in part, as he deems necessary or expedient. Such reorganization plan shall

be accompanied by an explanatory message when submitted to the Board of Selectmen for consideration subject to town meeting approval.

Section 10-4 Appointments by Elected Administrative Officials

All vacancies in an elected administrative head's department shall be filled by that administrative head.

ARTICLE 11. Transitional Provisions

Section 11-1 Continuation

(a) All By-Laws, commitments of the previous Board of Selectmen, town meeting votes, rules and regulations of the town which are in force at the time this Special Act is adopted and not inconsistent with the provisions of this Special Act, shall continue to be in force until amended or repealed.

(b) All town boards, commissions, elected officers, and employees shall continue to perform their duties according to Mass. General Law, Town By-Law, Personnel By-Law, Civil Service (where applicable), except as provided in this Special Act.

Section 11-2 Effect on Obligations, Taxes, and Other Legal Acts

All official bonds, recognizances, contracts, and other instruments entered into by or to the Town before the adoption of this Special Act and all taxes, special assignments, fines, penalties, forfeitures incurred or imposed due or owing to the Town, shall be enforced and collected, and all writs, prosecutions, actions, and causes of action, except as herein otherwise provided, shall continue without abatement and remain unaffected by this Special Act, and no legal act done by or in favor of the Town shall be rendered invalid by the adoption of this Special Act.

The following question shall appear on the November 1986 State Election Ballot or, if the Special Act is not approved by the State Legislature in time to be submitted for printing on the State Ballot, it shall appear on the ballot of a Special Town Election to be held on or before January 31, 1987.

"Shall the Town approve the Tewksbury Special Act: Elected Chief Administrator approved at the May 6, 1986 Special Town Meeting and enacted by the State Legislature and which provides for the election of a Chief Administrator and defines his office and duties, redefines some of the powers and duties of the Board of Selectmen, extends the term of office of the Moderator to a three year term and provides a procedure to recall elected officials?"

NORMAN O. BOUDREAU
AND OTHERS

MOTION: Finance Committee motioned for Indefinite Postponement.

VOTED: Motion to Indefinitely Postpone Article 2 was adopted. 10:32 P.M.

ARTICLE 3. To see if the Town will vote to transfer certain previously appropriated sums of money to specific existing accounts which will be designated at town meeting, or take any other action relative thereto.

BOARD OF SELECTMEN
FINANCE COMMITTEE

MOTION: Finance Committee motioned to adopt and to make the following transfers:

From		To	
Ageing, Operating	754	Ageing Salary	754
Unemployment Compensation	9155	Selectmen Negotiation	9155
Library, Salary	2945	Fire, Operating	2945
Revenue Sharing	70000	Group Insurance	70000
Revenue Sharing	31899	Health Rubbish Acct.	31899
DPW Gas/Diesel	12000	Health Rubbish Acct.	12000
DPW Sewer & Well			
Project Acct	14000	Health Rubbish Acct.	14000
Library, Salary	1055	Health Rubbish Acct.	1055
Library, Automation	1900	Health Rubbish Acct.	1900
Health Operating	7700	Health Rubbish Acct.	7700

VOTED: Motion for Adoption & Transfer, as recommended by the Finance Committee, was adopted. 10:35 P.M.

ARTICLE 4. To see if the Town will vote to accept a grant of land from Thomas Wayne Fuller and Jayne Carol Fuller for conservation purposes only two parcels of land described as the Sutton Meadow consisting of approximately 6 acres of land and shown as lot 0039 on Assessors Map 0110 and both parcels more particularly described in a deed recorded in Middlesex North District Registry of Deeds Book 2214, page 435, said premises to be under the jurisdiction of the conservation commission, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt. Board of Selectmen concurred.

VOTED: Article 4 was adopted. 10:36 P.M.

ARTICLE 5. To see if the Town will vote to accept as a gift from the Commonwealth of Massachusetts one 110' aerial ladder truck to be under the custody, control, maintenance and ownership of the Town of Tewksbury for the protection of the

Town and State Property in regard to fire and rescue, or take any other action relative thereto.

James J. Morris
Acting Chief
Fire Department

MOTION: Finance Committee motioned to Adopt. Board of Selectmen concurred and thanked Asst. Fire Chief James Morris and Rep. J. Miceli and Sen. McGovern for their diligent effort in making this gift possible.

VOTED: Article 5 was adopted. 10:37 P.M.

A motion was made to adjourn the May 6, 1986, Special Town Meeting, sine die.

Motion for adjournment was adopted. 10:38 P.M.

ATTEST: Elizabeth A. Carey, CMC
Town Clerk

Pursuant to Section 15A, Chapter 41, Massachusetts General Laws, I hereby certify the funds appropriated at the Special Town Meeting convened by proper Warrant, Tuesday, May 6, 1986.

APPROPRIATION CERTIFICATE-SPECIAL TOWN MEETING-MAY 6, 1986

Article	Raise & Appropriate	Transfer	Borrow
3. Certain sums of money to specific existing accounts	.00	151,408.00	Previously approp. monies
Total Raise & Appropriate	.00		
Total Transfer		151,408.00	
Total Borrow			.00

ATTEST: Elizabeth A. Carey, CMC
Town Clerk

Special Town Meeting June 16, 1986

Tewksbury Memorial High School
Pleasant Street
June 16, 1986

Moderator William Hurton delayed the start of the Special Town Meeting for fifteen (15) minutes to allow those detained in heavy traffic on Pleasant Street and in the parking lot an opportunity to be checked in.

The Special Town Meeting convened at 8:15 P.M.

The Moderator read the Town Meeting Guidelines regarding voting and the visitors section and emphasized that all voters must have their voter identification ribbon conspicuously displayed or they would not be counted by the counters.

There were 1353 registered voters and 25 visitors.

SPECIAL TOWN MEETING June 16, 1986

ARTICLE 1. To see if the Town will vote to override Article 33 of the Annual Town Meeting of May 5th, 1986; so as to reduce the appropriated sum of \$310 thousand dollars to zero dollars for private school transportation.

James J. Mackey
and others

The Moderator addressed the assembly and stated that he had researched the Town By-Laws, especially Article 1, Sec-

tion 16, and he had also consulted with Town Counsel and the Moderator's decision was that Article 1 would require a three-fourths (¾) vote

MOTIONS: Wil Lambert motioned for Indefinite Postponement. Finance Committee Chairman Thomas Boyle, motioned for Adoption, and to reduce appropriation to \$90,000. James Mackey motioned to Adopt Article 1 as it stands in the warrant.

Armando DeCarolis motioned to Move the Question. Al Kinnon motioned to Amend Article 1.

AMENDMENT: Amend Article 1 by deleting everything after the date "May 5th, 1986;" and inserting the following: So as to change the wording and appropriated amount to read as follows "To see if the Town will Raise and Appropriate the sum of \$90,000. The funds are to be used as reimbursements of private school transportation. Funds will be distributed in June of 1987. This money is available only to Tewksbury Residents attending private non-residential schools in Grades Kindergarten through Grade Twelve for a full school year. The funds will be disbursed by the Board of Selectmen. Each students parent or legal guardian will be entitled to an equal share of the funds available based on the number of requests for reimbursement but not to exceed the cost per pupil for

transportation of public school children for the previous school year as determined by the School Department.

VOTED: The motion to Move the Question was adopted by a voice vote. (9:11 P.M. 6-16-86)

The motion to Amend Article 1 was defeated by a voice vote. (9:15 P.M. 6-16-86)

The motion for Indefinite Postponement was defeated by a voice vote. (9:16 P.M. 6-16-86)

Over seven (7) voters requested a standing count on the motion for Indefinite Postponement. Indefinite Postponement was defeated. 482 - Yes, 796 - No. (9:28 P.M. 6-16-86)

The motion to Adopt Article 1 with the figure zero (0) failed on a standing count. 770 - Yes, 503 - No. (9:36 P.M.) Total voting was 1273 with $\frac{3}{4}$ vote required to pass. (955)

The motion to Adopt Article 1 with a figure of \$90,000 failed on a standing count. 794 - Yes, 472 - No. (9:47 P.M.) Total voting was 1266 with $\frac{3}{4}$ vote required to pass. (950)

A motion was made to Reconsider Article 1. On a standing count Reconsideration failed by the required two-thirds ($\frac{2}{3}$) vote. (611) 422 - Yes, 494 - No. (9:57 P.M. 6-16-86)

ARTICLE 2. To see if the Town will vote to amend the Zoning By-Law as follows or take any other action thereto:

DELETE: Section 5.1.1 in its entirety.

ADD: New Section 5.1.1 as follows:

Special permit for office, retail and industrial uses - The Planning Board may grant a Special Permit exempting office, retail and industrial uses (Sections 4.6.D, 4.6.E and 4.6.G respectively of the Use Regulation Schedule) from strict compliance with the Principle Use Requirements of Section 5.1 of this By-Law. Such permit, if granted, shall allow the erection of more than one principle use structure or building upon a lot, which, at the time of the granting of the permit, otherwise conforms to the requirements of Section 5.3 (Schedule of Lot Coverage and Dimensional Requirements).

BOARD OF SELECTMEN

MOTION: The Board of Selectmen motioned to withdraw Article 2.

VOTED: Article 2 was withdrawn by a voice vote. (10:06 P.M. 6-16-86)

A motion to waive the Moderator's reading of the Warrant Articles was Adopted by a voice vote. (10:07 P.M. 6-16-86)

ARTICLE 3. To see if the Town will vote to amend the Zoning By-Law, Section 15 and 16 as follows, or take any other action thereto.

CHANGE: The words "Building Commissioner" or "Building Inspector" to "Wetlands and Floodplains Committee," wherever they appear in Section 15 or Section 16 of the Zoning By-Law.

ADD: To Section 15.8 and Section 16 the following definition:

Wetlands and Floodplain Committee - A committee comprised of the Chairmen of the Board of Selectmen, the Planning Board, and the Conservation Commission of the Town of Tewksbury.

BOARD OF SELECTMEN

MOTION: The Board of Selectmen motioned to withdraw Article 3.

VOTED: Article 3 was withdrawn by a voice vote. (10:07 P.M. 6-16-86)

ARTICLE 4. To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of \$79,495.00 for the purpose of implementing a collective bargaining agree-

ment for fiscal 1987 between the Town of Tewksbury and the Tewksbury Police Local 352 of the I.B.P.O. Said sum to be expended by the Police Dept., or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$93,163 for the purpose of the Article.

A motion was made to Amend Article 4.

AMENDMENT: To see if the Town will appropriate from those sums appropriated for private school transportation the sum of \$93,163 for the purpose of. . .

MODERATOR: The Moderator refused to accept this amendment. Reason: The will of the people (per Town By-Law Article I, Section 16) had just been expressed after two (2) hours of debate re: Article 1 of this Special Town Meeting.

VOTED: The motion to Adopt and Raise and Appropriate \$93,163 for the purpose of Article 4 was Adopted by a voice vote. (10:15 P.M. 6-16-86)

ARTICLE 5. To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of \$52,572.00 for the purpose of implementing a collective bargaining agreement for fiscal 1987 between the Town of Tewksbury and the Tewksbury Police Dept. Superior Officers. Said sum to be expended by the Police Dept., or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$41,996.

VOTED: The motion to Adopt and Raise and Appropriate \$41,996 was Adopted by a voice vote. (10:16 P.M. 6-16-86)

ARTICLE 6. To see if the town will vote to amend the personnel by-law, Section III:
Effective Date July 1, 1986

WAGE SCHEDULE — EFFECTIVE 7/1/86

	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Confidential Secretary	13,169	13,959	14,797	15,684	16,625	17,623
Sr. Confidential Secretary	16,625	17,623	18,680	19,801	20,990	22,249
Secretary Part Time - Hourly	5.65	5.99	6.34	6.73	6.82	7.26
Executive Secretary	25,179	26,689	28,289	29,987	31,785	33,852
Traffic Supervisors - Monthly	252	268	283	301	322	339
Wire Inspector	3,466	3,674	3,894	4,128	4,376	4,662
Part Time Plumbing & Gas Inspector Assistant	PAID ON AN ESTABLISHED FEE BASIS					
Plumbing & Gas Inspector	PAID ON AN ESTABLISHED FEE BASIS					
Veterans Agent/Labor Service Director/Affirm Action officer	17,871	18,944	20,081	21,286	22,564	23,918
Director of Civil Defense	529	562	595	631	668	712
Recreation Leader - Full Time	10,255	10,870	11,685	12,214	12,947	13,787
Recreation Asst. Leader-Part Time	5,127	5,436	5,762	6,108	6,473	6,897
Director Special Needs Children	2,445	2,592	2,745	2,914	3,041	3,238
Dental Hygienist	6,476	6,866	7,278	7,715	8,187	8,709
Director of Public Health	22,236	23,570	24,985	26,483	28,072	29,756
Animal Inspector	1,112	1,178	1,249	1,324	1,403	1,495
Assistant Dog Officer - Hourly						8.25
Building Custodian Police Dept.	2,119	2,246	2,381	2,524	2,675	2,853
Coordinator of Elder Affairs	12,602	13,357	14,159	15,009	15,910	16,944
Building Commissioner	22,236	23,570	24,985	26,483	28,072	29,756
Superintendent of Public Works	32,200	34,132	36,179	38,349	40,649	43,088
Library Director	22,236	23,570	24,985	26,483	28,072	29,756
Library Page-Part Time	PAID AT THE PREVAILING MINIMUM WAGE OF YOUTHS					

WAGE SCHEDULE — EFFECTIVE 1/1/87

	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Confidential Secretary	13,762	14,587	15,463	16,390	17,373	18,416
Sr. Confidential Secretary	17,373	18,416	19,521	20,692	21,935	23,250
Secretary Part Time - Hourly	5.90	6.25	6.62	7.03	7.12	7.58
Executive Secretary	26,312	27,890	29,562	31,336	33,215	35,375
Traffic Supervisors - Monthly	263	280	295	314	336	354
Wire Inspector	3,621	3,839	4,069	4,313	4,572	4,871
Part Time Plumbing & Gas Inspector Assistant	PAID ON AN ESTABLISHED FEE BASIS					
Plumbing & Gas Inspector	PAID ON AN ESTABLISHED FEE BASIS					
Veterans Agent/Labor Service Director/Affirm Action officer	18,675	19,796	20,984	22,243	23,579	24,994
Director of Civil Defense	552	587	621	659	698	744
Recreation Leader - Full Time	10,716	11,359	12,210	12,763	13,529	14,407
Recreation Asst. Leader-Part Time	5,357	5,680	6,021	6,382	6,764	7,207
Director Special Needs Children	2,555	2,708	2,871	3,045	3,177	3,383
Dental Hygienist	6,767	7,174	7,605	8,062	8,555	9,100
Director of Public Health	23,236	24,630	26,109	27,674	29,335	31,095
Animal Inspector	1,162	1,231	1,305	1,383	1,466	1,562
Assistant Dog Officer - Hourly						8.62
Building Custodian Police Dept.	2,214	2,347	2,488	2,637	2,796	2,981
Coordinator of Elder Affairs	13,169	13,958	14,796	15,684	16,625	17,706
Building Commissioner	23,236	24,630	26,109	27,674	29,335	31,095
Superintendent of Public Works	32,200	34,132	36,179	38,349	40,649	43,088
Library Director	23,236	24,630	26,109	27,674	29,335	31,095
Library Page-Part Time	PAID AT THE PREVAILING MINIMUM WAGE OF YOUTHS					

WAGE SCHEDULE — EFFECTIVE 7/1/87

	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Confidential Secretary	14,381	15,243	16,159	17,128	18,155	19,245
Sr. Confidential Secretary	18,155	19,245	20,399	21,623	22,922	24,296
Secretary Part Time - Hourly	6.16	6.53	6.91	7.34	7.44	7.92
Executive Secretary	27,496	29,144	30,892	32,746	34,709	36,966
Traffic Supervisors - Monthly	274	292	308	328	351	369
Wire Inspector	3,783	4,011	4,252	4,507	4,772	5,090
Part Time Plumbing & Gas Inspector Assistant	PAID ON AN ESTABLISHED FEE BASIS					
Plumbing & Gas Inspector	PAID ON AN ESTABLISHED FEE BASIS					
Veterans Agent/Labor Service Director/Affirm Action officer	19,516	20,687	21,928	23,243	24,640	26,118
Director of Civil Defense	576	613	648	688	729	777
Recreation Leader - Full Time	11,198	11,870	12,759	13,337	14,137	15,055
Recreation Asst. Leader-Part Time	5,598	5,935	6,291	6,669	7,068	7,531
Director Special Needs Children	2,669	2,829	3,000	3,182	3,319	3,535
Dental Hygienist	7,071	7,496	7,947	8,424	8,939	9,509
Director of Public Health	24,281	25,738	27,283	28,919	30,655	32,494
Animal Inspector	1,214	1,286	1,363	1,445	1,531	1,632
Assistant Dog Officer - Hourly						9.00
Building Custodian Police Dept.	2,313	2,452	2,599	2,755	2,921	3,115
Coordinator of Elder Affairs	13,761	14,586	15,461	16,389	17,373	18,502
Building Commissioner	24,281	25,738	27,283	28,919	30,655	32,494
Superintendent of Public Works	32,200	34,132	36,179	38,349	40,649	43,088
Library Director	24,281	25,738	27,283	28,919	30,655	32,494
Library Page-Part Time	PAID AT THE PREVAILING MINIMUM WAGE OF YOUTHS					

WAGE SCHEDULE — EFFECTIVE 1/1/88

	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Confidential Secretary	15,028	15,929	16,886	17,899	18,972	20,111
Sr. Confidential Secretary	18,972	20,111	21,317	22,596	23,953	25,389
Secretary Part Time - Hourly	6.43	6.82	7.22	7.67	7.77	8.27
Executive Secretary	28,733	30,456	32,282	34,219	36,270	38,692
Traffic Supervisors - Monthly	286	305	321	342	366	385
Wire Inspector	3,953	4,191	4,443	4,709	4,991	5,319
Part Time Plumbing & Gas Inspector Assistant	PAID ON AN ESTABLISHED FEE BASIS					

Plumbing & Gas Inspector PAID ON AN ESTABLISHED FEE BASIS

Veterans Agent/Labor Service Director/Affirm Action officer	20,394	21,617	22,914	24,288	25,748	27,293
Director of Civil Defense	601	640	677	718	761	811
Recreation Leader - Full Time	11,701	12,404	13,333	13,937	14,773	15,732
Recreation Asst. Leader-Part Time	5,849	6,202	6,574	6,969	7,386	7,869
Director Special Needs Children	2,789	2,956	3,135	3,325	3,468	3,694
Dental Hygienist	7,389	7,833	8,304	8,803	9,341	9,936
Director of Public Health	25,373	26,896	28,510	30,220	32,034	33,956
Animal Inspector	1,268	1,343	1,425	1,510	1,599	1,705
Assistant Dog Officer - Hourly						9.40
Building Custodian Police Dept.	2,417	2,562	2,715	2,878	3,052	3,255
Coordinator of Elder Affairs	14,380	15,242	16,156	17,126	18,154	19,334
Building Commissioner	25,373	26,896	28,510	30,220	32,034	33,956
Superintendent of Public Works	32,200	34,132	36,179	38,349	40,649	43,088
Library Director	25,373	26,896	28,510	30,220	32,034	33,956
Library Page-Part Time	PAID AT THE PREVAILING MINIMUM WAGE OF YOUTHS					

or to take any action relative there.

The Personnel Board

MOTION: Finance Committee motioned to Amend and Adopt Article 6.

Library Director, Elisabeth Desmarais, motioned to Adopt Article 6 as written in Warrant.

VOTED: Finance Committee's amendment was Adopted by a voice vote. (10:31 P.M. 6-16-86)

Seven (7) voters requested a standing count on the Finance Committee's amendment. Finance Committee's amendment was Adopted. 172 - Yes, 131 - No. (10:35 P.M. 6-16-86)

Finance Committee's motion to Adopt, as Amended, was Adopted by a Secret Ballot. 293 - Yes, 35 - No (10:46 P.M. 6-16-86)

FINANCE COMMITTEE AMENDMENT:

WAGE SCHEDULE — EFFECTIVE 7/1/87

	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Confidential Secretary	14,381	15,244	16,159	17,127	18,155	19,245
Sr. Confidential Secretary	18,155	19,245	20,399	21,623	22,922	24,296
Secretary Part Time - Hourly	5.73	6.08	6.44	6.84	6.93	7.38
Executive Secretary	25,585	27,119	28,745	30,471	32,298	34,398
Traffic Supervisors - Monthly	256	272	287	306	328	344
Wire Inspector	3,522	3,734	3,956	4,194	4,447	4,737
Part Time Plumbing & Gas Inspector Assistant	PAID ON AN ESTABLISHED FEE BASIS					
Plumbing & Gas Inspector	PAID ON AN ESTABLISHED FEE BASIS					
Veterans Agent/Labor Service Director/Affirm Action	18,159	19,249	20,404	21,630	22,928	24,304
Director of Civil Defense	537	571	605	641	679	723
Recreation Leader - Full Time	10,420	11,046	11,874	12,411	13,156	14,010
Recreation Asst. Leader-Part Time	5,210	5,523	5,855	6,206	6,577	7,009
Director Special Needs Children	2,484	2,634	2,789	2,960	3,090	3,290
Dental Hygienist	6,581	6,977	7,395	7,840	8,319	8,850
Director of Public Health	22,595	23,950	25,388	26,910	28,525	30,236
Animal Inspector	1,130	1,197	1,269	1,345	1,425	1,519
Assistant Dog Officer - Hourly						9.00
Building Custodian Police Dept.	2,153	2,282	2,420	2,565	2,718	2,899
Coordinator of Elder Affairs	12,805	13,573	14,387	15,251	16,166	17,217
Building Commissioner	22,595	23,950	25,388	26,910	28,525	30,236
Superintendent of Public Works	32,200	34,132	36,179	38,349	40,649	43,088
Library Director	22,595	23,950	25,388	26,910	28,525	30,236
Library Page-Part Time	PAID AT THE PREVAILING MINIMUM WAGE OF YOUTHS					

WAGE SCHEDULE — EFFECTIVE 1/1/88

	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Confidential Secretary	15,028	15,930	16,886	17,898	18,972	20,111
Sr. Confidential Secretary	18,972	20,111	21,317	22,596	23,953	25,390
Secretary Part Time - Hourly	5.99	6.36	6.73	7.14	7.25	7.71
Executive Secretary	26,736	28,340	30,039	31,842	33,751	35,946

Traffic Supervisors - Monthly	267	284	300	320	342	359
Wire Inspector	3,680	3,902	4,134	4,383	4,647	4,950
Part Time Plumbing & Gas Inspector Assistant	PAID ON AN ESTABLISHED FEE BASIS					
Plumbing & Gas Inspector	PAID ON AN ESTABLISHED FEE BASIS					
Veterans Agent/Labor Service						
Director/Affirm Action	18,976	20,115	21,323	22,603	23,960	25,398
Director of Civil Defense	561	597	632	670	710	755
Recreation Leader - Full Time	10,889	11,543	12,406	12,969	13,748	14,640
Recreation Asst.						
Leader-Part Time	5,445	5,772	6,119	6,485	6,873	7,324
Director Special Needs						
Children	2,596	2,752	2,915	3,094	3,230	3,438
Dental Hygienist	6,877	7,291	7,728	8,192	8,693	9,248
Director of Public Health	23,612	25,028	26,531	28,121	29,808	31,597
Animal Inspector	1,181	1,251	1,326	1,406	1,489	1,587
Assistant Dog Officer - Hourly						
Building Custodian						
Police Dept.	2,250	2,385	2,529	2,681	2,840	3,030
Coordinator of Elder Affairs	13,381	14,184	15,035	15,938	16,894	17,992
Building Commissioner	23,612	25,028	26,531	28,121	29,808	31,597
Superintendent of						
Public Works	32,200	34,132	36,179	38,349	40,649	43,088
Library Director	23,612	25,028	26,531	28,121	29,808	31,597
Library Page-Part Time	PAID AT THE PREVAILING MINIMUM WAGE OF YOUTHS					

WAGE SCHEDULE — EFFECTIVE 7/1/86

	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Confidential Secretary	13,169	13,959	14,797	15,684	16,625	17,623
Sr. Confidential Secretary	16,625	17,623	18,680	19,801	20,990	22,249
Secretary Part Time - Hourly	5.25	5.57	5.9	6.26	6.35	6.76
Executive Secretary	23,429	24,834	26,323	27,903	29,576	31,499
Traffic Supervisors - Monthly	234	249	263	280	300	315
Wire Inspector	3,225	3,419	3,623	3,841	4,072	4,338
Part Time Plumbing & Gas Inspector Assistant	PAID ON AN ESTABLISHED FEE BASIS					
Plumbing & Gas Inspector	PAID ON AN ESTABLISHED FEE BASIS					
Veterans Agent/Labor Service						
Director/Affirm Action	16,629	17,627	18,685	19,807	20,996	22,256
Director of Civil Defense	492	523	554	587	622	662
Recreation Leader - Full Time	9,542	10,115	10,873	11,365	12,047	12,829
Recreation Asst.						
Leader-Part Time	4,771	5,058	5,362	5,683	6,023	6,418
Director Special Needs						
Children	2,275	2,412	2,554	2,711	2,830	3,013
Dental Hygienist	6,026	6,389	6,772	7,179	7,618	8,104
Director of Public Health	20,691	21,932	23,249	24,642	26,121	27,688
Animal Inspector	1,035	1,096	1,162	1,232	1,305	1,391
Assistant Dog Officer - Hourly						
Building Custodian						
Police Dept.	1,972	2,090	2,216	2,349	2,489	2,655
Coordinator of Elder Affairs	11,726	12,429	13,175	13,966	14,804	15,766
Building Commissioner	20,691	21,932	23,249	24,642	26,121	27,688
Superintendent of						
Public Works	32,200	34,132	36,179	38,349	40,649	43,088
Library Director	20,691	21,932	23,249	24,642	26,121	27,688
Library Page-Part Time	PAID AT THE PREVAILING MINIMUM WAGE OF YOUTHS					

WAGE SCHEDULE — EFFECTIVE 1/1/87

	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Confidential Secretary	13,762	14,587	15,463	16,390	17,373	18,416
Sr. Confidential Secretary	17,373	18,416	19,521	20,692	21,935	23,250
Secretary Part Time - Hourly	5.49	5.82	6.17	6.54	6.64	7.06
Executive Secretary	24,483	25,952	27,508	29,159	30,907	32,916
Traffic Supervisors - Monthly	245	260	275	293	314	329
Wire Inspector	3,370	3,573	3,786	4,014	4,255	4,533
Part Time Plumbing & Gas Inspector Assistant	PAID ON AN ESTABLISHED FEE BASIS					
Plumbing & Gas Inspector	PAID ON AN ESTABLISHED FEE BASIS					
Veterans Agent/Labor Service						
Director/Affirm Action	17,377	18,420	19,526	20,698	21,942	23,258
Director of Civil Defense	514	547	579	613	650	692
Recreation Leader - Full Time	9,971	10,570	11,362	11,876	12,589	13,406
Recreation Asst.						
Leader-Part Time	4,986	5,286	5,603	5,939	6,294	6,707
Director Special Needs						
Children	2,377	2,521	2,669	2,833	2,957	3,149
Dental Hygienist	6,297	6,677	7,077	7,502	7,961	8,469
Director of Public Health	21,622	22,919	24,295	25,751	27,296	28,934

Animal Inspector	1,082	1,145	1,214	1,287	1,364	1,454
Assistant Dog Officer - Hourly						
Building Custodian						
Police Dept.	2,061	2,184	2,316	2,455	2,601	2,774
Coordinator of Elder Affairs	12,254	12,988	13,768	14,594	15,470	16,475
Building Commissioner	21,622	22,919	24,295	25,751	27,296	28,934
Superintendent of						
Public Works	32,200	34,132	36,179	38,349	40,649	43,088
Library Director	21,622	22,919	24,295	25,751	27,296	28,934
Library Page-Part Time	PAID AT THE PREVAILING MINIMUM WAGE OF YOUTHS					

ARTICLE 7. To if the Town will vote to raise and appropriate or transfer from available funds, a sum of money for implementing the previous article. Said sum to be apportioned to and expended by various departments or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$19,201 to fund Article 6, as shown below.

ARTICLE 7

PERSONNEL BOARD

AGING	1,026.00
APPEALS	422.00
ASSESSORS	0.00
AUDITOR	0.00
BOARD OF HEALTH	2,899.00
BUILDING DEPARTMENT	3,065.00
CIVIL DEFENSE	44.00
COMMUNITY ACTION	0.00
CONSERVATION	410.00
DEPT. OF PUBLIC WORKS	1,220.00
DOG OFFICER	0.00
EXCEPTIONAL CHILDREN	571.00
FINANCE COMMITTEE	0.00
FIRE DEPT.	0.00
LIBRARY	1,910.00
PERSONNEL BOARD	184.00
PLANNING BOARD	0.00
POLICE DEPARTMENT	173.00
RECREATION	0.00
REGISTRARS	0.00
SELECTMEN	5,903.00
TOWN CLERK	0.00
TOWN HALL SALARIES	0.00
TREASURER	0.00
VETERANS	1,288.00
WEIGHTS & MEASURES	86.00
TOTAL SALARY AMOUNTS	19,201.00

VOTED: Motion to Adopt and Raise and Appropriate \$19,201 was Adopted by a voice vote. (10:48 P.M. 6-16-86)

ARTICLE 8. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$175,947.00 for the purpose of implementing a collective bargaining agreement for fiscal 1987 between the Town of Tewksbury and Tewksbury Firefighters Local 1647 of the IAF-AFL-CIO. Said sum to be expended by the Fire Dept., or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$113,021 to fund the Fire Department Salary Account for the purpose of Article 8.
Al Kinnon motioned to Amend Article 8.

AMENDMENT: Strike "Raise and Appropriate" or changing wording after "Transfer from" to Article 33 of the Annual Town Meeting of May 5, 1986 \$113,021.

Striking the words "Available funds the sum of \$175,947." The moderator refused to accept this amendment for the reason previously stated in Article 4.

VOTED: Finance Committee's motion to Adopt and Raise and Appropriate \$113,021 to fund the Fire Department Salary Account for the purpose of Article 8 was Adopted by a voice vote. (10:52 P.M. 6-16-86)

ARTICLE 9. To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of \$122,606.00 for the purpose of implementing a collective bargaining agreement for fiscal 1987 between the Town of Tewksbury and the Tewksbury Municipal Employees Local 833 of the AFSCME. Said sum to be apportioned to and expended by various town departments, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$113,935 for the purpose of Article 9 and as listed below.

ARTICLE 9

	TME LOCAL 833
AGING	0.00
APPEALS	0.00
ASSESSORS	4,250.00
AUDITOR	2,856.00
BOARD OF HEALTH	1,181.00
BUILDING DEPARTMENT	1,196.00
CIVIL DEFENSE	0.00
COMMUNITY ACTION	1,650.00
CONSERVATION	0.00
DEPT. OF PUBLIC WORKS	64,486.00
DOG OFFICER	1,420.00
EXCEPTIONAL CHILDREN	0.00
FINANCE COMMITTEE	0.00
FIRE DEPT.	7,068.00
LIBRARY	5,860.00
PERSONNEL BOARD	0.00
PLANNING BOARD	2,909.00
POLICE DEPARTMENT	669.00
RECREATION	0.00
REGISTRARS	0.00
SELECTMEN	0.00
TOWN CLERK	4,192.00
TOWN HALL SALARIES	2,091.00
TREASURER	12,782.00
VETERANS	1,325.00
WEIGHTS & MEASURES	0.00
TOTAL SALARY AMOUNTS	113,935.00

Warren Carey motioned to Amend Article 9.

AMENDMENT: Article #9 ammend to read: To see if the Town will vote to Raise and Appropriate \$113,835 and transfer from the private school transportation account \$100 for the purpose of etc.

The Moderator would not accept Mr. Carey's Amendment.

VOTED: Finance Committee's motion to Adopt and Raise and Appropriate \$113,935 for the purpose of Article 9 was Adopted by a voice vote. (10:56 P.M. 6-16-86)

ARTICLE 10. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$48,000.00 to be expended by the Board of Selectmen as salary for the purpose of hiring a Town Manager, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$30,000.

VOTED: Finance Committee's motion to Adopt and Raise and Appropriate \$30,000 was Adopted by a voice vote. (10:57 P.M. 6-16-86)

ARTICLE 11. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$2000.00 as operating expenses to be expended by the "Town Manager Screening Committee" for the purpose of advertising for and screening all applicants for the position of Town Manager or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$2,000.

VOTED: Finance Committee's motion to Adopt and Raise and Appropriate \$2,000 was Adopted by a voice vote. (10:58 P.M. 6-16-86)

ARTICLE 12. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$33,000.00 as a subsidy to obtain bus service for the Town of Tewksbury and to authorize the Board of Selectmen to execute a contract in the name and in behalf of the Town for such bus service upon terms and conditions as the Board of Selectmen deem advisable, or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$28,000.

VOTED: Motion to Adopt and Raise and Appropriate \$28,000 was Adopted by a voice vote. (10:59 P.M. 6-16-86)

ARTICLE 13. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$13,200.00 for the purpose of purchasing a 1986 van to be used by the dog Officer in the performance of his duties to be expended by the Board of Selectmen or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned for Indefinite Postponement.

Selectman William Hallisey motioned for Adoption.

VOTED: Motion to Indefinitely Postpone was defeated by a voice vote. 11:04 PM

Motion for Adoption failed on a standing count. 138 yes, 69 no. 11:09 PM Total voting 207 with a ¾ vote required to pass (156)

ARTICLE 14. To see if the Town will vote to raise and appropriate or transfer money to be expended by the Board of Selectmen for the purpose of implementing the requirements of Section 51.55 Revenue Sharing Handicapped Regulations or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned for Indefinite Postponement.

VOTED: Motion to Indefinitely Postpone Article 14 was Adopted by a voice vote. 11:10 PM

ARTICLE 15. To see if the Town will vote to authorize the Board of Selectmen to Grant an Easement to Paul Allen for a sum of money of a certain parcel of land shown on a plan

of land entitled, "Plan of Land in Tewksbury, Massachusetts, surveyed for Tewksbury Water Department, October 30, 1962, Dana F. Perkins & Sons, Inc.", and recorded in Middlesex North District Registry of Deeds, Book of Plans 97, plan 107, and shown as a 50, Right of Way off another Right of Way known as County Road, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned for Adoption. Joe Brown motioned for Indefinite Postponement.

VOTED: Article 15 was Indefinitely Postponed by a voice vote. 11:17 PM

Neil Niven motioned to Reconsider Article 15. No one stood in favor of Reconsideration and over 100 voters stood opposed to Reconsideration. The Moderator ruled Reconsideration failed. 11:19 PM

ARTICLE 16. To see if the Town will vote to transfer from Treasurer/Collector Regular Salary Account the amount of \$4,602.48 (four thousand, six hundred, two and 48/100) to the Treasurer/Collector operating account or take any other action relative thereto.

TREASURER/COLLECTOR

MOTION: Finance Committee motioned to Adopt and Transfer \$4,602.48 from Treasurer/Collector Fiscal Year 1986 Salary Account to Treasurer/Collector 1986 Operating Account.

VOTED: Motion to Adopt and Transfer \$4,602.48 from Treasurer/Collector Fiscal Year 1986 Salary Account to the Treasurer/Collector Fiscal Year 1986 Operating Account was Adopted by a voice vote. 11:18 PM

ARTICLE 17. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$5000.00 to be expended by the Treasurer/Collector for the purpose of hiring temporary employees to assist in the processing of Municipal Tax Liens, or take any other action relative thereto.

TREASURER/COLLECTOR

MOTION: Finance Committee motioned for Indefinite Postponement.

Al Kinnon motioned to Amend Article 17. Paul Fansel motioned for Adoption.

AMENDMENT: Strike "or transfer from available funds" change the amount from \$5,000 to \$4,000.000. The Moderator would not accept Mr. Kinnon's amendment.

VOTED: The motion to Indefinitely Postpone Article 17 was uncertain by a voice vote. Article 17 was Indefinitely Postponed by a standing count. 109 yes, 40 no 11:27 PM

ARTICLE 18. To see if the Town will vote to transfer the below identified tax title property on the assessors maps to the custody and control of the Conservation Commission for all purposes as provided in Mass. General Laws, Chapter 40 Section 8L and further as may be hereafter, amended.

MAP	LOT	
30	8,13,15	Access to Long Pond
110	99	off Rockvale access to
		Shawsheen River
		4.75 Acres

CONSERVATION COMMISSION

MOTION: Finance Committee motioned for Adoption.

VOTED: Article 18 was Adopted by a voice vote. 11:28 PM

ARTICLE 19. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$1866.00, to be expended by the Conservation Commission only if that sum will be reimbursed to the Town from the Bay Circuit program for the purpose of preparing and printing of the open space and recreation plan or take any action relative thereto.

CONSERVATION COMMISSION

MOTION: Finance Committee motioned to Raise and Appropriate \$1,866 as stipulated in Article.

VOTED: Motion to Raise and Appropriate \$1,866, for the purpose of Article 19, was Adopted by a voice vote. 11:28 PM

The Moderator thanked the Vote Counters for their outstanding performance. A motion was made by Warren Carey to adjourn the June 16, 1986, Special Town Meeting, sine die. Motion for adjournment, sine die, was Adopted by a voice vote. 11:29 PM

ATTEST: Elizabeth A. Carey, CMC
Town Clerk

Pursuant to Section 15A, Chapter 41, Massachusetts General Laws, I hereby certify the funds appropriated at the Special Town Meeting convened by proper Warrant, Monday, June 16, 1986.

APPROPRIATION CERTIFICATE SPECIAL TOWN
MEETING June 16, 1986

Article	Raise & Appropriate	Transfer From
4 Police Local 352 Coll. Barg. Agrmt.	93,163.00	
5 Police Superior Off. Coll. Barg Agrmt.	41,996.00	
7 Salaries under the Personnel By-Law Wage Schedule	19,201.00	
8 Firefighters Coll. Barg. Agrmt.	113,021.00	
9 Municipal Employees Coll. Barg. Agrmt	113,935.00	
10 Town Manager Salary	30,000.00	
11 Operating: Town Manager Screening Committee	2,000.00	
12 Town Bus Service Subsidy	28,000.00	
16 Treas/Coll Operating Acct*		Treas/Coll 4,602.48 Sal. Acct*
19 Conservation Comm. Prepare & Print Open Space & Recreation Plan	1,866.00	
(Only if sum will be reimbursed to Town from Bay Circuit Program)		
*Indicates Fiscal 1986 - All Other Amounts Fiscal 1987		
Total Raise & Appropriate	443,182.00	
Total Transfer		4,602.48
Total Borrow		.00

ATTEST: Elizabeth A. Carey, CMC
Town Clerk

ADMINISTRATION

Selectmen

Veterans' Services

Housing Authority

Board of Appeals

Planning Board

Town Counsel

Town Clerk

Board of Registrars

Board of Selectmen



The Board of Selectmen, by Special Town Meeting vote of May 6, 1986, were authorized to request the State Legislature to enact a special act establishing a Selectmen-Town Manager form of government for Tewksbury. At a special town election held November 8, 1986, residents voted to accept the act. The Board of Selectmen appointed a Town Manager Screening Committee and at this writing applications have been received and interviews begun.

During the past year the Board of Selectmen conducted many wetland hearings, met with department heads on numerous issues, and received and heard complaints from residents. Negotiations with the four unions were concluded and contracts signed in 1986. Much of the Board's time was spent meeting with local departments and representatives of N.E.S.W.C. and lengthy discussions were held regarding the facility.

The Board of Selectmen wishes to extend their thanks to the men and women who have served as members of appointed

and elected boards and committees for the time and effort expended by these people in varied positions in town government.

The Selectmen's Office in the Town Hall is open daily from 8:30 a.m. to 4:30 p.m. for the convenience of the townspeople, and the Selectmen meet every Tuesday evening at 8:00 p.m. All residents are welcome to attend these meetings. However, if you wish to be heard, or to have the Board take action on a specific matter, it will necessary to have a detailed written request presented at the Selectmen's Office prior to the closing of the agenda on the Wednesday preceding each meeting. This procedure enables the Selectmen to gather any pertinent information prior to the meeting and eliminates the necessity for delay in the making of decisions.

Respectfully submitted,
Board of Selectmen

Town Counsel

During the year 1986, your Town Counsel, Charles J. Zaroulis, Esq., has represented the Town of Tewksbury in litigation before the District Court of Lowell, Middlesex Superior Court, the Appeals Court, and also in matters before the Appellate Tax Board, Civil Service Commission and also Board of Conciliation and Arbitration.

The following is a list of claims made or cases pending or awaiting trial in Court:

Alyward v. T., street defect; Anufoum v. T., death action; Araujo, v. T., eminent domain; Avery v. T., property damage; Bagozzi v. T., property damage; Boland v. T., property damage; Bunker v. T., property damage; Cancila v. T., property damage; Capano v. Board of Appeals; Casa Grande, Bankruptcy; Cook v. T., street defect; Cronin v. T., school busing; Daly v. T., occupational injury; Deca v. Board of Selectmen, wetland; D'Eon v. T., property damage; Donahue v. T., street defect; Downey v. T., personal injury; Dukeshire v. T., personal injury; English v. T., eminent domain; Falsgrof v. T., liquor license; Fiore v. T., personal injury; Flannagan v. Board of Appeals; Gately v. Board of Appeals; GEREBO v. T., personal injury; Gillis v. T., civil rights; Goodine v. T., personal injury; P. Hallissey v. Board of Appeals; Hamscom v. T., personal injury; T. v. Hilton, conservation; Jones v. T., civil rights; Large v. Dulgariar, Board of Appeals; Board of Health v. Lipp, contempt; Lombardi v. T., sewer; Lyons v. T., construction; McCormack v. Board of Appeals; McQuire v. Board of Appeals; Mahoney v. T., property damage; McKenzie v. T., property damage; Maciejeweske v. Board of Appeals; Marriscolo v. Board of Appeals; Marshall v. Morris, medical claim; Migliozi v. T., property damage; Morris v. Board of Appeals; Mullen v. T., street defect; Murphy v. T., personal injury; Neveska v. T., eminent domain; N.E. School Supply v. T., contract claim; N.E. Builders v. T., personal injury; Paresi, street defect; Pattison v. T.; T. v. Pop Warner Football; Rocco v. T.; Rogers v. T.; Ryde, C. v. T. Fire Dept., property damage; Saber v. Noyes/Board of Appeals; Samsel v. Carciofi/Board of Appeals; Sheehan, et ux v. T.; Shenoy, Shawsheen Street defect; Silver, property damage; Smith v. Mackey and Board of Appeals/Land Court #120145; Snow v. Scott, conservation; Sportbilt, Inc. v. T.; Swerglick v. Board of Appeals; Tennessee Gas Pipe Line Company v. T. & D'Amico, sewer construction; Trainor v. T., property damage; United Tool v. T., school construction; Wade v. T., sewer easement damages; Walkling v. T.; personal injury.

Now that the town is liable for acts of negligence by its officers and employees, and where civil rights actions are becoming more prevalent against municipalities since a recent U.S. Supreme Court decision, it becomes important that all officials and employees exercise due care and correct those conditions which might result in litigation.

In addition to court and administrative hearings, your Town Counsel has appeared before State Agencies, prepared legal documents, contracts, deeds, easements, court pleadings, and memoranda and opinions for various departments, has drafted by-laws, rules and regulations, and Town Meeting articles, and has been involved in the sewer and water treatment plant projects. I again wish to thank the several Boards and Departments and their officers and employees for the excellent cooperation afforded to me during the past year.

Charles J. Zaroulis
Town Counsel

Personnel Board

1986 Annual Report of the Personnel Board

The Personnel Board was established in 1961 by an act of the State Legislature. Members are appointed by the Board of Selectmen. The original duties of the board were to study the problem of compensation of all Town employees, except those filled by popular election and professional positions under the direction and control of the School Committee and to prepare a wage and classification plan and personnel policy plan. Since the implementation of the Collective Bargaining Law, the majority of Town employees are covered under Police, Fire and Municipal Employee contracts. The Personnel Board is responsible only for the positions not included in the three contracts.

The goal of the Personnel Board in 1987 is to rewrite the Personnel By Law in an effort to clarify certain sections. Job descriptions for all positions in the Personnel By Law Wage Schedule will be updated.

The Personnel Board maintains current and accurate sick time and vacation records of all Town employees. This is especially important for retirement purposes.

Meetings are held on the second and fourth Tuesdays of each month at 7:00 P.M., in the Lower Town Hall and are open to the public.

Respectfully submitted,
PERSONNEL BOARD
Robert Aherne, *Acting-Chairman*
David Cleland
Michael F. Skerry, Jr.
Kathleen McLeod
Maureen Kelley

Planning Board

1986 Annual Report Tewksbury Planning Board

The Tewksbury Planning Board was reorganized after the April 1986 election, resulting in the following assignments: The Chairman, Robert Fowler; Vice Chairman, Robert P. Sullivan; Clerk, Joseph Doherty; Members, Wilfred Lambert and George Donovan; Northern Middlesex Area Commission Representative, George Donovan.

Nineteen Hundred and Eighty Six was a very busy year for the Planning Board. The Board received twelve applications for Site Plan Special Permits during the year. In 1986, there were eleven new subdivisions in the Town, amounting to 97 new building lots.

Industrial growth continued in 1986, the most prominent developments being the continuing construction of Metropolitan Park East, and the Apple Hill Technology Park. In December, Raytheon Corporation announced their move to the Apple Hill Technology Park which will bring as many as 3,000 jobs to the Town.

The Board, working with developers and the Northern Middlesex Area Commission, continued the Route 133 Traffic Study. Representative Miceli announced funding of almost \$300,000.00 to fund the design and construction of the improvements.

The Board meets on the second and fourth Mondays of each month at 6:30 PM. The Planning Board office is open to the public weekdays from 8:30 AM to 4:30 PM.

The Chairman would like to thank the Board members, our secretary, and the Town Planner for the hard work and devotion to duty during the past year. It is certain the Town will benefit from these labors.

Robert A. Fowler, *Chairman*

Board of Appeals

Board of Appeals 1986 Annual Report

The Board of Appeals has the duty of reviewing and rendering decisions on applications which request variances or special permits from Zoning By-Laws and permitted land uses. The Board accepts such applications on the fourth Thursday of each month, and after issuing public notices, conducts public hearings concerning those applications on the fourth Monday of the next given month.

Throughout the review process, the Board members investigate and view properties in question, while always inviting public comment. During the open public hearings, the cases are discussed freely with complete regard for public opinion. In addition, the Board of Appeals actively seeks interaction with other Town Agencies such as the Planning Board, the Conservation Commission and the offices of the Building Inspector and Town Counsel. The Board of Appeals sincerely hopes that its efforts throughout the year exemplify a high degree of community involvement and municipal cooperation, and that its decisions in 1986 helped to make Tewksbury a better community for all its residents.

In 1986, the Board of Appeals accepted 273 applications for variances and/or special permits. Of the 260 applications for zoning variances, 203 were granted, 57 were denied with none withdrawn or pending. In terms of the 5 applications for special land use permits, 4 were granted, 1 was denied, with none either withdrawn or pending. In addition, there were 5 applications which requested combined variances and special permits of which 3 were granted, 2 denied, and 1 is pending.

The Board of Appeals would like to thank the members of all the Boards and the citizens of Tewksbury who were so helpful in the year 1986.

Respectfully submitted,
Peter Downing, *Chairman*
Board of Appeals

Members of the Board

Peter Downing, <i>Chairman</i>	Richard Pieciewicz
Bruce Gordon, <i>Clerk</i>	Charles Gaffney
Louis Carciofi	Scott Consaul
Ronald Girard	Patricia DiBiase
Donald McKinley	Mark O'Neil

Dog Officer

I would like to thank all the people who obey the leash law in Tewksbury, although I am sorry to report that only a small percent remembers. All dogs in Tewksbury should be licensed and have their shots. If your dog is not licensed, and is picked up, it is very hard to trace the owner of the dog. Let's protect our children (from dog bites etc.) and keep our dogs restrained!

I would like to make you aware if your dog is picked up there will be an administration fee of \$25.00, plus \$2.00 per day, board and keep, up to \$100.00, plus fines as follows:

First Offense	\$15.00
Second Offense	50.00
Third Offense	50.00
Fourth Offense & After	50.00

So get your dog licensed and have all the required shots.

Walter Collins, *Dog Officer*

Town Clerk

TOWN STATISTICS

1985	1986	
Population	24,472	26,100
Licenses — Dogs	960	1,191
Sporting Licenses	720	769

FINANCIAL

1/1/86 - 12/31/86

Fees to Town Treasurer	\$12,251.44
Dog Fees to Treasurer	3,796.00
Sporting Licenses to State	10,206.50
Parking Fines to Town Treasurer	12,394.10
TOTAL	\$38,648.04

VITAL STATISTICS

1985	1986	
Birth	280	293
Marriages	203	185
Deaths	165	160

Chapter 45, Section 15 of the Massachusetts General Laws: The Town Clerk will furnish blanks for the return of Births to parents, householders, physicians and registered hospital medical officers applying therefor.

The Town Clerk holds office hours Monday through Friday from 8:30 A.M. to 4:30 P.M., and Tuesday Evenings from 7:00 P.M. to 8:30 P.M.

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk

Board of Registrars

Edward Creamer, *Chairman*
Robert Hunter
Fred Montague
Elizabeth A. Carey, *Town Clerk*

One of major duties of the Board of Registrars is to conduct all voter registration sessions. Registrars are responsible for the registration process, for maintaining registration records, and for submitting certain records to the Secretary of State.

There are three (3) important lists the registrars are required to prepare — the annual street list, the annual card file of registered voters, and the voters list.

Certification of nomination papers, petitions, town meeting articles and applications for absentee voting are also the duty of the Registrars. Applications for absentee voting may be requested from the Office of the Town Clerk. Information about absentee voting may be obtained by phoning the Town Clerk's Office at 851-2383.

Precinct Enrollment:

Precinct 1	1687
Precinct 1A	1932
Precinct 2	1583
Precinct 2A	1615
Precinct 3	1709
Precinct 3A	1748
Precinct 4	1963

Party Enrollment:

Precinct	Democrat	Republican	Unenrolled	Total
1	655	144	887	1687
1A	801	141	990	1932
2	683	91	809	1583
2A	681	110	824	1615
3	660	173	876	1709
3A	676	154	918	1748
4	855	138	970	1963
Total	5011	951	6274	12,237

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk

1986 ANNUAL TOWN CENSUS

The Annual Town Census is mailed to every residence in January. The annual census provides information needed to assure that the Town receives its fair share of state and federal funds.

The census information serves to provide: proof of residency to protect voting rights, and allows college students to apply for lower tuition at all Massachusetts state colleges.

The school census provides projection for future enrollments and related benefits which allow the school administrators to apply for additional state and federal funds.

Census information is also used for calculating veterans' benefits, housing for the elderly, and other related benefits.

The jury list is compiled from census information and a computer tape is forwarded to the Office of the Jury Commissioner.

A prompt and accurate census is very important for the inter-governmental requirements of town government.

7200 census forms were mailed in 1986.

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk

PARKING CLERK

A hearing on any parking violation may be obtained upon the written request of the registered owner of the vehicle, as stated on the parking violation notice.

From November 1 until March 31, no vehicles are allowed to park on the streets, midnight to 6:00 A.M. During a snowstorm, day or night, all vehicles must park off the street. This allows easy and uninterrupted access for the fire, police, school buses, snowplows, sanders, and other emergency vehicles.

1986 Fines collected and deposited with the Town Treasurer — \$12,394.10

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk - Parking Clerk

Veterans' Services

Thomas Hodgson, *Veterans' Agent/Labor Service Director/Affirmative Action Officer*
Yolanda Luongo, *Assistant to the Veterans Agent*

Herewith is the annual report of the affairs of this office for 1986.

I am privileged to have served your Honorable Board and our citizen Veterans and families for this year as Veterans Agent/Labor Service Director/Affirmative Action Officer.

Our office, located on the same floor as the Treasurer and Collector's Office in Town Hall, is open daily 9:00 AM to 4:30 PM. The agent can be contacted at his home, 851-4694, after working hours.

Below is a chart for the 1986 monthly expenditures for which the Town is reimbursed 75% by the State.

I wish to thank the Honorable Board of Selectmen and other town departments for their cooperation and assistance.

Department of Veterans' Services — Monthly Expenditures 85-86 Aid

Appropriation \$50,000.00

	Ordinary Benefits	Fuel	Nursing Home	Doctors	Medication	Hospital	Dental	Misc.	TOTAL
July	1,365.50	80.00	—	993.00	2,737.51	1,433.26	—	1,291.07	7,900.34
August	849.80	105.00	—	143.00	1,179.50	63.00	—	1,170.74	3,511.04
September	643.50	94.50	—	366.00	563.25	146.00	—	700.21	2,513.46
October	643.50	189.00	—	169.00	1,063.37	191.76	50.50	590.86	2,897.99
November	1,216.00	248.00	—	—	—	—	—	470.74	1,934.74
December	1,494.50	295.00	—	—	—	—	—	700.21	2,489.71
January	1,442.50	295.00	—	—	—	—	—	610.66	2,348.16
February	3,120.00	413.50	—	1,132.00	3,133.85	179.22	129.50	656.54	8,764.61
March	2,197.00	466.00	—	—	—	—	—	798.97	3,461.97
April	1,553.00	326.00	—	350.00	1,534.79	58.50	—	600.97	4,423.26
May	1,151.50	137.00	—	165.00	536.32	—	221.00	477.71	2,688.53
June	1,286.00	88.00	—	17.00	509.20	—	—	393.47	2,293.67

Housing Authority

This year the Tewksbury Housing Authority received funding from the Department of Housing and Urban Development (HUD) to administer twenty-five (25) units through a Voucher Program. This is a rental assistance program and is expected to open for application taking in the spring of 1987.

There have been 64 new applicants added to our present waiting lists; and the vacancy turnover was twenty-one (21) for elderly housing and zero (0) for family housing. Also, there have been eighteen (18) families added to our Section 8 and 707 rental assistance programs.

At this time, I would like to thank the members of the Authority — Mr. Leo D. Chibas, Mrs. Mary Delaney, Mrs. Louise Flucker Gearty, and Mr. Rolland Roy — also Corinne Delaney, our Executive Director, our staff, and our maintenance men for their services to the Authority.

I would also like to express the Authority's sincere appreciation for all the cooperation and assistance shown us during the past year by the Board of Selectmen and all Town departments.

William Schuellein,
Chairman

TEWKSBURY 667-C MODERNIZATION LEDGER BALANCE SHEET AS OF 12/31/86

ASSETS	
CASH	
Cash Account	4,366.32
Total Cash	4,366.32
ACCOUNTS RECEIVABLE	
Acct Recv Other	4,636.00
Total Account Receivable	4,636.00
MOD PLANNING	
Engineering Morgenroth	2,500.00
Total Mod Planning	2,500.00
MOD CONTRACT WORK	
Inspection Fees	30.00
Refrigerators 667-C	18,368.00
Total Mod Contract Work	18,398.00
UNCOMPLETED CONTRACTS	
Engineer Morgenroth	2,500.00
Total Uncompleted Contracts	2,500.00
CONTRACT AWARDS	
Engineering Morgenroth	-2,500.00
Total Contract Awards	-2,500.00
TOTAL ASSETS	29,900.32

LIABILITIES & GRANTS

ACCOUNT PAYABLES	
Account Payable Other	30.00
Total Account Payables	30.00
DEFERRED CREDITS	
Deferred Interest Income	672.32
Total Deferred Credits	672.32
MOD GRANTS	
667-1 MOD 14 Funds	12,483.00
667-1 MOD 18 Funds	12,079.00
Capital Resv Funds	4,636.00
Total Mod Grants	29,198.00
TOTAL LIAB & GRANTS	29,900.32

TEWKSBURY 707 LEASED HOUSING BALANCE SHEET AS OF 12/31/86

ASSETS	
CASH	
M.M.D.T. #44048122	6,910.51
Total Cash	6,910.51
ACCOUNTS RECEIVABLES	
Acct Recv Admin Fee	-408.00
Total Account Receivables	-408.00
ADVANCES	
Revolving Fund Advance	35.00
Total Advances	35.00
TOTAL ASSETS	6,537.51
LIABILITY & SURPLUS	
ACCOUNT PAYABLE	
Acct Pay Revolving Fund	2,373.92
Total Account Payable	2,373.92
DEFERRED LANDLORD CREDITS	
Prepaid EOCD Payments	8,432.00
Less Landord Payments	-3,950.00
Total Deferred Landlord Credits	4,482.00
OTHER DEFERRED CREDITS	
Undistributed credits	144.00
Total Other Deferred Credits	144.00
SURPLUS	
Operating Reserve	-344.77
Net Income, — Deficit	-117.64
Total Surplus	-462.41
TOTAL LIABILITY & SURPLUS	6,537.51

**TEWKSBURY SECTION 8 EXISTING
BALANCE SHEET AS OF 12/31/86**

ASSETS

CASH		
Bay Bank #900-397-5	83.92	
Total Cash		83.92
ADVANCES		
Limited Revolving Fund	575.68	
Total Advances		575.68
INVESTMENTS		
Bay Bank Sav. #9003975	1,035.99	
Total Investments		1,035.99
DEFERRED CHARGES		
Prepaid Insurance	279.90	
Total Deferred Charges		279.90
LAND STRUCTURES EQUIPMENT		
Office Furn. & Equipment	416.10	
Total Land Structures Equipment		416.10
TOTAL ASSETS		2,391.59

LIABILITIES

ACCOUNTS PAYABLE		
Account Payable Other	477.14	
Total Accounts Payable		477.14
DEFERRED CREDITS		
Prepaid Annual Contrib.	55,281.00	
H.A.P.'s A/C 4715	-49,822.10	
Contra Admin. Fee Acct	-5,562.48	
Total Deferred Credits		-103.58
SURPLUS FROM OPERATIONS		
Unreserved Surplus	-460,937.90	
Operating Reserve	1,609.97	
Project Account Unfunded	194,815.29	
Cumulative HUD Contrib.	266,538.71	
Total Surplus from Operations		2,026.07
CURRENT OPERATIONS		
Residual Rpts, - Deficit	-8.04	
Total Current Operations		-8.04
TOTAL SURPLUS & LIAB.		2,391.59

**TEWKSBURY 705-C FAMILY HOUSING
BALANCE SHEET AS OF 12/31/86**

ASSETS

CASH		
Andover Bank #02-9148697	508.18	
Total Cash		508.18
ACCOUNT RECEIVABLES		
Tenants Account Recv	806.00	
E.O.C.D. Subsidy	567.77	
Total Account Receivables		1,373.77
ADVANCES		
Revolving Fund Advance	550.00	
Total Advances		550.00

INVESTMENTS

M.M.D.T. #44012524	6,344.44	
MMDT Capital #44036127	1,300.37	
Total Investments		7,644.81
DEFERRED CHARGES		
Prepaid Insurance	154.40	
Total Deferred Charges		154.40
DEVELOPMENT COSTS		
Development Cost	210,000.00	
Total Development Costs		210,000.00
TOTAL ASSETS		220,231.16

LIABILITY & SURPLUS

ACCOUNT PAYABLES		
Revolving Fund	1,136.10	
Total Account Payables		1,136.10
ACCRUED LIABILITIES		
Payment in Lieu of Taxes	2,763.00	
Total Accrued Liabilities		2,763.00
FIXED LIABILITIES		
Grants Issued	210,000.00	
Total Fixed Liabilities		210,000.00
SURPLUS		
Capital Reserve	1,200.00	
Operating Reserve	5,939.00	
Net Income (Deficit)	-806.94	
Total Surplus		6,322.06
TOTAL LIABILITY & SURPLUS		220,231.16

**TEWKSBURY 667-C-ELDERLY HOUSING
BALANCE SHEET AS OF 12/31/86**

ASSETS

CASH		
Bay Bank #020-165-0	301.23	
Petty Cash	25.00	
Total Cash		326.23
ACCOUNT RECEIVABLES		
Tenants A/R 667-C	-218.00	
Tenants A/R 667-3	-122.00	
Other Account Recv	30.00	
Total Account Receivables		-310.00
ADVANCES		
Revolving Fund Advance	8,000.00	
Total Advances		8,000.00
INVESTMENTS		
M.M.D.T. #44012870	70,315.77	
MMDT Capital #1 #44035426	7,757.07	
MMDT Capital #2 #44035418	9,102.69	
Total Investments		87,175.53
DEFERRED CHARGES		
Prepaid Insurance	3,780.96	
Prepaid Retirement	182.00	
Total Deferred Charges		3,962.96

DEVELOPMENT COSTS	
Development Cost	2,670,000.00
Less Dev Cost Liquidation	<u>-171,000.00</u>
Total Development Costs	2,499,000.00
TOTAL ASSETS	<u>2,598,154.72</u>

LIABILITY & SURPLUS	
Account Payables	4,636.00
Revolving Fund	<u>3,667.90</u>
Total Account Payable	8,303.90
FIXED LIABILITIES	
Grants Issued	2,499,000.00
Notes Issued	171,000.00
Less: Notes Retired	<u>-171,000.00</u>
Total Fixed Liabilities	2,499,000.00
SURPLUS	
Capital Reserve	10,922.24
Operating Reserve	39,987.28
Net Income (Deficit)	<u>39,941.30</u>
Total Surplus	90,850.82
TOTAL LIABILITY & SURPLUS	<u>2,598,154.72</u>

**TEWKSBURY MA 139-1 FEDERAL LEDGER
BALANCE SHEET AS OF 12/31/86**

ASSETS	
CASH	
Bay Bank #814-631-4	<u>546.86</u>
Total Cash	546.86
ACCOUNT RECEIVABLE	
Tenants Acct Receivable	<u>-9.00</u>
Total Account Receivable	-9.00
ADVANCES	
Limited Revolving Fund	<u>5,000.00</u>
Total Advances	5,000.00
INVESTMENTS	
Bay Bank M/M #517-136-9	<u>52,965.37</u>
Total Investments	52,965.37
DEBT AMORT. FUNDS	
HUD Annual Contrib. Rec.	<u>190,502.37</u>
Total Debt Amort. Funds	190,502.37
DEFERRED CHARGES	
Prepaid Insurance	<u>3,732.71</u>
Total Deferred Charges	3,732.71
LAND STRUCTURES EQUIPMENT	
Development Cost	2,656,467.01
Development Cost Contra	<u>-2,656,467.01</u>
Land Structures Equipment	<u>2,657,086.96</u>
Total Land Structures Equipment	2,657,086.96
TOTAL ASSETS	<u>2,909,825.27</u>

LIABILITIES & SURPLUS	
ACCOUNTS PAYABLE	
Account Payable Other	<u>14.46</u>
Total Accounts Payable	14.46
NOTES PAYABLE	
Project Loan Notes HUD	<u>2,512,961.13</u>
Total Notes Payable	2,512,961.13
ACCRUED LIABILITIES	
Accrued Pilot	<u>5,549.73</u>
Total Accrued Liabilities	5,549.73
SURPLUS FROM OPERATIONS	
Unreserved Surplus	-255,889.34
Operating Reserve	<u>47,075.24</u>
Total Surplus from Operations	-208,814.10
CUMULATIVE CONTRIBUTION	
HUD Annual Contribution	<u>720,237.92</u>
Total Cumulative Contributions	720,237.92
CURRENT YEAR OPERATIONS	
Interest on Project Notes	-131,739.73
Property Purchases Contra	79.99
Residual Rcpts, - Deficit	<u>11,535.87</u>
Total Current Year Operations	-120,123.87
TOTAL SURPLUS & LIAB	<u>2,909,825.27</u>

**TEWKSBURY MA 139-1 FEDERAL LEDGER
BALANCE SHEET
SUBSIDIARY SCHEDULE AS OF 12/31/86**

	CURRENT	BALANCE
LAND STRUCTURES EQUIPMENT		
Indirect Dev Cost	70,631.38	70,631.38
Site Acquisition	1.19	1.19
Site Improvements	713,171.09	713,171.09
Dwelling Structures	1,767,001.47	1,767,001.47
Dwelling Equip	36,637.70	36,637.70
Nondwell Structures	55,318.22	55,318.22
Office Equip	2,761.74	2,761.74
Maintenance Equip	3,976.44	3,976.44
Community Equip	2,887.73	2,887.73
Automotive Equip	4,700.00	4,700.00
TOTAL	<u>2,657,086.96</u>	<u>2,657,086.96</u>

COMMUNITY ACTIVITIES

Recreation Commission

The goal of the Recreation Department is to provide leisure time activities for all residents of Tewksbury. The Department directs a wide variety of programs; some open to all, some involve competition with other towns, with teams of determined size. Whatever the program, the emphasis is always on the enjoyment of all who participate.

A word of thanks is extended to the hundreds of people who donate their time to make these programs a success.

Basketball — Boys

The boys' basketball league consists of 20 teams — 5 in the Junior Division, 8 in the Intermediate and 7 in the Senior. Each team has a head coach and one or two assistant coaches. Each boy plays an equal amount of time in each game. A clinic is held each week for those boys who did not make a team. This program is for boys ages 9-14, and we would like to thank everyone for another successful season.

Basketball — Girls

The girls' basketball league is made up of two divisions. The Senior Division has 10 teams, with 10 players per team. The Junior Division has 8 teams, with 10 players per team. Each division chooses two All-Star teams that play at the end of the season. There are also two Tournament teams, one for 5th/6th graders and one for 7th/8th graders. These teams play in area tournaments.

Bowling

Our Bowling League consists of approximately 200 children between the ages of 8 to high school. There are a total of seven leagues. One on Tuesday night and 6 on Saturday morning. Each league has a supervisor. Our program includes a Turkey Roll-Off, Christmas Roll-Off, Christmas Party, Banquet with trophy awards.

Figure Skating

The Figure Skating Association is a program which enables children of the town to learn the basic skills in figure skating according to the USFSA. This program is held on Monday evenings and runs for approximately 30 weeks. Professional group lessons are available to those who wish to take them at an additional fee.

Soccer

Over the course of a 14-week season, the Tewksbury Youth Soccer League provides some 1,000 children the opportunity to enjoy the game of soccer. The intramural program consists of both boys and girls, ages 8-15. The teams play a 10 game season, culminating in a jamboree in mid-June. The travelling teams are entered in the Middlesex Youth Soccer League and have enjoyed much success year after year.

Softball — Girls

The Girls' Softball provides summer recreation for approximately 310 girls, ages 10-17. This program has provided many

girls who may not otherwise have had the opportunity, to try the sport of softball in a relaxed but competitive fashion at a very early age. Even though our rules may vary a bit from, say the High School level, I am sure the school athletic programs have enjoyed the benefits of our program as a development system for future school athletic activities.

Special Needs

Camp Pohelo is a program for children in the town who have special needs and are between the ages of 3 and 22. The staff consists of seven people — a Director who is certified in teaching children with moderate special needs; two team leaders who also have teacher certification; two senior counselors who are college students; and two junior counselors who are high school students that have had volunteer experience at the camp.

The camp runs for six weeks each summer from 9 am-2 pm. Transportation is provided by Blanchard Charter Service, Tewksbury. A field trip is planned for one day each week. We also use the Shawsheen Tech swimming pool three days a week for one hour each day. There is a certified swimming instructor, as well as two lifeguards on hand at the pool. Other activities include: arts and crafts, sports, games, socialization activities, field days, and a Superstars Day competition at the Tewksbury-Wilmington Elks. Camp Pohelo is a recreational program only. A bowling program is held each winter on Saturday afternoons for approximately ten weeks. An annual Christmas party is held at the Tewksbury Wilmington Elks Lodge on the Sunday before Christmas.

Tennis

The Tennis Program involves girls and boys from the ages of 8-17. Each of the two age groups meets twice a week for five weeks. Players are taught the basic strokes and strategy involved in match play. The program ends with a tournament for all players.

Youth Baseball

The program consists of a Minor, Major, Intermediate and Senior League. They are divided into American and National Leagues. The ages range from 8-15. We also have a Tee-Ball League for youngsters 6-8 which is most successful.

Youth Cheerleading and Football

The Youth Football Program fosters the principles of team play, self-discipline and physical fitness by stressing the fundamentals of the game of football and insuring safe playing conditions. The program for 1986 consisted of 172 boys between the ages of 8 and 13, and 100 girls participating in Cheerleading between the ages of 8 and 13. These children were guided by 38 volunteer coaches and Youth Football Board Members.

Youth Hockey

The Youth Hockey League provides instruction to over 400 children from mid-September through April. A clinic was also held to help beginners in the fundamentals of the game. Youth Hockey fields a Bantam A, two Bantam B, a Pee Wee A, two Pee Wee B, a Squirt A, two Squirt B, and a Mite A and B teams. Thanks to all our volunteers for their hours of support.

Library Trustees

Board of Trustees, 1986-1987

Thomas McLeod, *Chairman*

George R. Collins

Donna G. Haines

Robert F. Kerber

Sandra McPhail

Mildred Mulno

Library Director

Elisabeth Desmarais

In 1986, the library trustees have continued to pursue our main goals of the last few years, which have been to upgrade our library services and to modernize the techniques of lending library materials. We have been engaged in the process of automating our library services. Automation will update our collection and expand services to the public through efficiency in the lending process and expansion of access to materials. We feel that this is crucial for survival in our small facility.

The trustees greatly appreciate the efforts of our Library Director and staff, who implement our policies and who are ultimately responsible for the actual delivery of and changes in library services.

One of the most important responsibilities of the library trustees is the administration of the Fairgrieve Fund. This endowment was left to the Town of Tewksbury by Mrs. Ethel (Fairgrieve) Jackson for the purpose of providing a library facility. From time to time, the library trustees have found it necessary to use the fund to make capital expenditures for the present facility. This has been done with the full intent of preserving the principal for future building needs. The major portion of the trust fund must be conserved for its original intent: the provision of an adequate facility to serve the Town. The need for a larger building is an eventuality which the townspeople must face in the near future.

An important adjunct to our municipal appropriation is designated gifts from members of the community. This year we had the good fortune to receive a bequest from the estate of George Bugbee in memory of Tewksbury Police Chief Cyril Barker. After due consideration, the library trustees decided to use the bequest for a collection of video-cassette tapes which are available for loan to residents free of charge. The success of this loan service is evident. It is our wish to expand this service and to provide other new projects and services through future gifts to the public library.

Members of the community are invited to attend the monthly meetings of the Board of Library Trustees, which are held on the second Monday evening of each month in the Library's Conference Room. At these meetings, the six elected trustees deal with policies and goals for the Library.

The Library's municipal appropriation for fiscal year 1986 was \$162,117. Of this amount, \$12,317 was derived from the Commonwealth under the Library Incentive Grant Program (Chapter 760), and \$1,052 was derived from the County as dog licensing fees. The amount expended for books, magazines, and related print materials rose from \$24,368 in Fiscal Year 1985 to \$25,963 in Fiscal Year 1986. Despite this growth, Tewksbury's public library still has one of the lowest per capita municipal appropriations in the Merrimack Valley.

Our public library is a member of the Merrimack Valley Library Consortium, which now consists of twenty neighboring town libraries. The current automation project will enable our library to have access via computer terminals to materials held in other member libraries. The Tewksbury library staff

has begun the arduous task of matching books in our collection with bibliographic records in the Consortium's data base and then bar-coding these books for the eventual use of automated circulation procedures in the near future. The Library is working with the same size staff in 1987 as it did in 1968 when the building was first opened, despite a tremendous increase in the rate of circulation of books and the wide variety of new programs and services currently being offered. The library trustees are pleased that the Town has continued to fund the automation project as one way of coping with the serious under-staffing situation at the public library.

The public library is open a wide variety of hours, during the morning, afternoon, and evening, on weekdays, and also on Saturdays during the school year, to allow residents ample time to make use of this valuable resource to our community. The library serves all age groups, providing books and other materials to meet the educational, informational, and recreational needs of its users.

The Library offers programs for children of all ages throughout the year, designed to introduce children to books and to the pleasures of reading, and to the Library itself: its collections, resources, physical arrangement, and procedures for effective use.

Kindergarten classes are brought to the public library each spring for story hours and for tours. Many children receive their first library card during these visits. Other classes visit the Library for tours and for group research projects. Tours can be arranged to meet the needs of any groups.

The Library is heavily used by students from the elementary grades through college, for both curriculum-related assignments and leisure reading. With advance notice from teachers, the Library's staff members attempt to gather materials from various sources in sufficient quantities to supply materials to large groups of students who are simultaneously working on the same topics.

Two sessions of the Preschool Story Hour program are conducted by Assistant Library Director Fran Moore each week. The sessions are run on a six-weeks cycle, and are designed for children ages 3 to 5 years of age. Registration is held at regular intervals throughout the year.

The Library offers a variety of programs for elementary grade children during the summer, including weekly movies and special presentations. Children who participate in the summer reading club receive certificates of achievement for their summer reading. These programs are coordinated by Mrs. Moore, with help from volunteers.

Through its museum membership program, the Library makes available to its users family passes to the Boston Museum of Fine Arts, the Museum of Science, the Children's Museum, and the New England Aquarium. These passes give free admission into the museum for a family of four. The passes are loaned for one-day use and may be reserved in advance.

The Friends of the Tewksbury Public Library sponsor various fund-raising events each year in order to purchase the family passes to the Museum of Fine Arts, the Museum of Science and the New England Aquarium. The Friends also purchase publicity supplies for the library and subsidize other library expenditures. Residents may make memorial contributions to the Friends of the Library for the purchase of books or video tapes. The library trustees wish to express their sincere thanks to the Friends for their continued efforts to promote the library.

The Tewksbury Newcomers and Neighbors have purchased the family pass to the Children's Museum in Boston for the past several years, for which the trustees are grateful. We also extend our appreciation to the Tewksbury Garden Club for decorations throughout the year.

The trustees would like to take this opportunity to thank the members of the library staff for their conscientious service during the year. The staff includes two full-time employees, Library Director Elisabeth Desmarais and Assistant Director Fran Moore; and five permanent, part-time Library Clerical Assistants: Mary Gaffney, Elinor Haines, Maureen Kelley, Christine Livingston, and Jean Mann. We also extend our appreciation to the temporary employees who cover staff absences. The Library's part-time custodian is John Grenda, who works tirelessly to keep the building clean. We would also like to thank the DPW employees who care to the library grounds and assist with tasks such as changing the high ceiling lamps.

The trustees extend deep appreciation to Ida Ford who volunteers her time on a weekly basis throughout the year. Mr. Bob Ford, who passed away during this past year, also contributed his time and efforts on behalf of the library in many ways. The trustees and the library staff members miss this true friend.

The Library is open to the public during the following hours:

Monday through Thursday	10 a.m. until 9 p.m.
Friday and Saturday	10 a.m. until 5 p.m.

The library trustees invite the Town's residents to visit the Library and to make use of its collections, services, and special programs.

HEALTH and SAFETY

Board of Health Building Department
Police Department Fire Department
Civil Defense

Board of Health

In the past year, the Board of Health, through the Health Department, has been involved in matters relating to air pollution, raw sewage discharging to the surface of the ground, illegal dumping, condemnation of suspected potentially hazardous food (fire at food service establishment), recalls of potentially hazardous foods by the Department of Public Health, rubbish collection and disposal, illegal dump sites, restaurant inspections, housing inspections, sewer tie-ins, surface water pollution, pediculosis, non-smoking regulations, fluoridation and so on.

Although many of these problems appear to be routine and repetitious, each has a different solution and serious thought and care go into each and every decision.

The health and well-being of the residents of the Town of Tewksbury are the greatest concern of the Board of Health, whether you are young or old, in a Nursing Home or in school. We prescribe to the old adage, "An ounce of prevention is worth a pound of cure."

On behalf of the Board of Health, I wish to assure that we will continue to work in your best interest.

Joan M. Dunlevy, *Chairperson*
 John T. Lu, *Vice Chairman*
 Robert D. Rauseo, *Clerk*

Permits Issued		Fees
New Septic Systems	175	\$5,250.00
Septic Repairs	82	820.00
Food Service	74	1,480.00
Installer's	34	340.00
Pumping	13	130.00
Public Pools	4	40.00
Hotel, Motel	2	20.00
Trailer Park	1	10.00
Animal Permits	47	475.00
Funeral Directors	3	
		<hr/>
		\$8,565.00

Highwater Table and Percolation Tests	112	\$3,360.00
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Inspections	
Restaurants	74
Septic Systems	171
Nursing Homes	4
Housing	5

Immunizations	# of Clinics
Flu	543
DPT	13
Polio	11
MMR	7
TD	3
	1

Communicable Diseases

Giardia	5
Campylobacter	14
Hepatitis (viral)	1
Hepatitis B	5
Chickenpox	1
Salmonellosis	8
TB	1
Meningitis	5

Animal Bites

Dog	72
Cat	4
Horse	1
Human	1

WIRING DEPARTMENT

Wiring Permits	611	\$35,431.00
Plumbing Permits	630	10,037.00
Gas Permits	491	3,823.00
Re-Inspections	84	840.00
Underground Inspections	22	220.00
Sewer Entry Inspections	192	5,760.00
	2,030	\$56,111.00

Building Department

1986 Building Department Report

	No.	Value	Fees
New Dwellings	196	\$9,249,659	\$32,592
Multiple Family Dwellings (74 units)	15	2,424,248	9,668
New Commercial Construction	15	13,284,184	45,114
Commercial Additions	26	781,498	5,240
Additions to Dwellings	328	2,330,371	15,676
Second Dwelling Units	6	124,886	458
Swimming Pools	50	395,189	1,556
Signs	27	51,084	770
Change-Over Permits	59		3,036
Demolitions	11		100
Temporary Mobile Homes	3		20
Earth Removal Permits	6		225
TOTAL PERMITS	683	\$28,641,119	\$114,455
Recording Fees	8		1,300
Inspection Certificates	29		1,624
Re-Inspection Fees	44		440.00
Map Sales	4		8.00
TOTAL FEES PAID TO THE TREASURER			\$117,827
Building Violations Issued	10		
Zoning Violations Issued	26		
Unsafe Building Notices Issued	5		
Occupancy Permits Issued	189		

The following is a comparison chart for the years 1983 thru 1986.

	1983	1984	1985	1986
New Dwellings	79	118	160	196
Additions to Dwellings	297	272	350	328
Second Dwelling Units	3	9	10	6
Multiple Family Dwelling Units	164	283	370	74

Building Department Personnel

William Granfield, *Building Commissioner*
George T. Nawn, Sr., *Building Commissioner*
George Nuttall, *Alternate Building Inspector*
David Sargent, *Plumbing & Gas Inspector*
Jeremiah Delaney, *Wiring Inspector*
Philip Sousa, *Alternate Wiring Inspector*
Loretta Miggos, *Operations Assistant*
Patricia Henessy, *Clerk/Secretary, Perm. Part-Time*

Police Department

Tewksbury Police Roster — January 8, 1987

Chief of Police:	John F. Sullivan	
Lieutenants:	Gearty, Paul	1965
	Jamieson, Walter	1968
	Layne, Warren	1970
	Mackey, John	1975
	Mackey, Richard	1957
	Martin, Edward	1975
	Regan, Denise	1976
Sergeants:	Cook, Robert	1965
	Hazel, George	1979
	Johnson, Paul	1962
	Jop Jr., Walter	1970
	Landers, Richard	1970
	Peterson, Dennis	1975
Patrolmen:	Amari, Peter	1974
	Bolton, Clifford	1971
	Barry, John	1984
	Bolton, Leonard	1975
	Carr, Jerome	1984
	Carroll, Robert	1973
	Cormier, Martin	1959
	Delucia, Jos.	1974
	DiCalogero, Anthony	1975
	Doherty, Paul	1974
	Donovan, Al	1984
	Ford, Ralph	1979
	Haines, Robert	1956
	Jones, James	1962
	Kandrotas, Stephen	1978
	Landers, Alan	1968
	Latta, William	1975
	Layne, William	1979
	Luz, James	1973
	McKenna, James	1979
	Maguire, Debra	1986
	Nickerson, Jerrilee	1986
	Perry, Henry	1974
	Powers, John	1981
	Ringwood, Paul	1973
	Ryan, Donald	1970
	Stephens, Alan	1968
	Tanguay, Roger	1984
	Thomas, Paul	1982
	Westaway, Robert	1981
Policewoman Steno:	Maryellen Higginbotham	1977
Perm Part-time:	Virginia Terrazzano	1978
Janitor:	Herbert Patterson	

Reserves

Higginbotham, Maryellen	Miranda, Joaquin
Beek, Douglas	Morelli, Peter
Berthal, Darren	Morris, Peter
Collins, Walter	Pappas, Francis
Cook, Donald	Schwalb, William
DelTergo, Michael	Spencer, John
Doherty, Michael	Sullivan, Richard
Donoghue, John	Sweet, Bruce
Hadley, Herbert	Warren, Brian
Hood, James	McKenna, Frederick
Hudson, Edwina	Callahan, Brian
Jarek, John	Barchard, Maria A.
LaFortune, Ray	Barry, Deborah J.
Latta, Jr. John	Graham, James F.
Layne, Richard K.	Harte, Brendan M.
Layne, W.W.	Hiltz, Cheryl A.
Lucciano, Doug	McLeod, Thomas M.
Lukas, Edward	Menezes, Marilyn
Magnusson, Carl	Mohan, Mark A.
May, Donna	Morris, Constance R.
McCarthy, Nancy	Mosher, Beverly B.
McGrath, Michael	Rogers, James E. Jr.
Mehrman, Chris	

Police Record

Assault and Battery	73
Assault and Battery on a Police Officer	32
Assault and Battery with a dangerous weapon	25
Armed Robbery	4
Unarmed Robbery	7
Assault and Battery with intent to murder	0
Arson (attempted)	7
A.W.O.L.	0
Breaking and Entering in the nighttime	210
Breaking and Entering in the daytime	230
Disorderly Person	30
Violation of the drug laws	182
Default Warrants	130
Disturbing a school assembly	0
Prisoner failing to return	0
Forgery	2
Interfering with the Police	0
Trespassing	25
Possession of a dangerous weapon	21
Larceny over \$100.00	120
Larceny under \$100.00	100
Malicious damage	410
Minor inpossession of alcohol	95
Non-Support	40
Possession of burglarous tools	12
Possession of molotov cocktails	0
(By-Law) Public Drinking	226
Rape	10
Receiving stolen property	15
Threatening	10
Uttering	23
Bomb Threats	4
Unnatural Act	7
Protective Custody	330
Operating under the influence	265
Motor Vehicle Violations	3000
Complaints investigated	8025
Breaking and Entering Complaints investigated	440
Accidents	1400
Juveniles arrested	118
Adults arrested	710

Fire Department

Fire Department Roster

Acting Fire Chief	James J. Morris	1952
Acting Deputy Fire Chief	John C. Cuneo	1960
Captain	Kenneth W. Holden	1960
Acting Captains	Robert A. Fowler	1970
	Donald Greer	1975
Lieutenants	Richard A. Barrelle	1960
	John W. Burris	1972
	Robert E. Collins	1970
	Lawrence P. Driscoll	1971
	Richard A. Gath	1971
	James J. Graham	1972
	David W. Levy	1973
	*Bruce A. Reed	1971
	*James P. Ryan	1975
	Thomas Ryan	1972
	*George E. Yost	1976
	Phillip W. Zerofski	1971
	*David Austin	1973
	Robert C. Briggs	1960
	*Stephen Cotugno	1975
	John F. Coviello	1969
	Cosmo J. DiBiase	1969
	Robert L. Dogherty	1969
	Joseph S. Dogherty	1986
	*Daniel J. Donovan	1984
	James E. Farley	1970
	John F. Field	1970
	*Oscar O. Forero	1985
	*Russell W. Gourley, Jr.	1970
	Donald Greer, Jr.	1986
	Edward J. Kearns	1970
	*John K. Lightfoot	1976
	*Robert H. Little	1984
	*Richard J. Mackey	1979
	Paul A. Mahoney	1947
	Kenneth I. Mallinson	1967
	William R. Millett	1970
	*Robert P. Morris	1976
	*Timothy N. Niven	1985
	*John T. O'Neill	1976
	Richard F. O'Neill, Jr.	1959
	*Stephen Powers	1982
	Richard T. Sheehan	1966
	*Michael Sitar	1984
	*John Viscione	1985
*Emergency Medical Technicians		
Dispatchers	Gerald Colton	1984
	Mary J. Daley	1975
	Grace M. Hudson	1986
	Constance R. Morris	1979
Secretary	Mary A. Kane	1962
	Chief William A. Chandler	Retired 8/2/86
	Captain William A. Magro	Retired 2/24/86
	Lieutenant Richard A. Starling	Retired 7/26/86
	Firefighter Larry H. Nawn	Retired 7/26/86
	Kevin M. Sullivan	Resigned 4/10/86
	Barbara D. Sullivan	Resigned 12/6/86

TEWKSBURY FIRE DEPARTMENT — RUNS FOR 1986

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total
All Other	14	13	11	17	23	20	30	17	10	29	29	25	238
Ambulance	66	84	68	63	72	81	92	85	83	90	82	94	960
Ambulance Mutual Aid	0	2	1	2	1	1	2	0	1	1	2	0	13
Assist Ambulance	24	25	36	26	27	28	32	25	27	35	40	46	371
Auto	10	15	11	8	3	12	16	15	12	13	14	13	142
Brush	6	9	49	68	29	7	5	9	6	12	14	12	226
Building	1	2	3	2	6	3	2	1	2	2	2	6	32
Chimney	3	0	3	3	1	0	0	0	0	0	1	2	13
Dump & Dumpster	1	0	0	2	0	0	1	2	5	0	1	2	14
Electrical	2	10	6	3	2	6	2	1	4	1	1	3	41
False Accidental	19	6	6	12	8	8	6	11	16	6	3	15	116
False Malicious	3	2	2	2	2	1	1	0	1	2	0	1	17
Inspections	63	62	76	95	113	111	119	95	92	80	61	74	1041
Investigations	11	3	12	2	5	6	10	8	3	8	7	12	87
Mutual Aid	3	3	3	0	2	2	0	3	1	2	2	1	22
Oil Burners	1	3	0	2	2	0	0	1	3	1	1	0	14
Service Calls	14	5	12	10	4	10	7	11	15	12	16	7	123
Totals	241	244	299	317	300	296	325	284	281	294	276	313	3470

Respectfully submitted,

James J. Morris, *Chief of the Fire Dept.*

Civil Defense

In 1986-87 the problem of sheltering people overnight in one of our shelters was solved with the purchase of some cots and blankets with some of the money provided by the last Annual Town Meeting. More work was also done to the Civil Defense lighting truck.

In 1987-88 Civil Defense hopes to solve the problem with communications that surfaced during Hurricane Gloria. The vehicle planned would solve that problem by being able to use mobile radios to communicate to almost all area State and Local public service agencies.

Thank you for your support.

Respectfully submitted,
Michael W. Sitar Jr.
Director of Civil Defense



Mr. George Behrakis and Board of Public Works

PUBLIC WORKS

The goal of the Department of Public Works is to restore the highest standard of municipal services as possible. This can be accomplished by continuing to be a strictly maintenance-oriented department. In the past two years, I feel that we have accomplished most of these goals and we will continue to serve the public in that manner.

The organization of the Public Works is as follows:

Board of Public Works

C. Coldwell, *Chairman*
W. Hallisey, *Vice Chairman*
C. Coppola, *Clerk*
P. Sullivan
J. Kelley

Administration

William R. Burris, Jr., *Superintendent*
John Kane, *General Foreman*
Linda Monahan, *Sr. Confidential Secretary*
Evelyn Doherty, *Head Account Clerk*
Lorraine Cuskey, *Head Account Clerk*
Mamie Burke, *Clerk/Typist, Water Department*
Doris Doherty, *Secretary, Engineering Department*
William Blakeney, *Operation Assistant*

Highway/Trees Division

A. Gray, *Working Foreman*
R. Trott, *Tree Surgeon*
J. Shimkus, *Special Heavy Motor Equipment Operator*
J. Nolan, *Special Heavy Motor Equipment Operator*
P. Lambert, *Special Heavy Motor Equipment Operator*
W. Chandler, *Special Heavy Motor Equipment Operator*
F. Sellers, *Motor Equipment Operator*
R. Belida, *Heavy Motor Equipment Operator*
J. Ward, *Heavy Motor Equipment Operator*
L. Kane, *Heavy Motor Equipment Operator*
R. Nolan, *Heavy Motor Equipment Operator*
K. Conlon, *Heavy Motor Equipment Operator*
W. Haley, *Special Heavy Motor Equipment Operator*

Mechanic Division

J. McCarthy, *Working Foreman*
J. Marshall, *Motor Equipment Repairman*
R. Marsh, *Special Heavy Motor Equipment Operator*
R. Hudson, *Motor Equipment Repairman*

Water/Sewer Division

W. Wilkinson, *Working Foreman*
D. Prescott, *Water/Sewer Systems Maintenance Craftsman*
G. DeRoche, *Water/Sewer Systems Maintenance Craftsman*
R. Westaway, *Water/Sewer Systems Maintenance Craftsman*
R. Stoddard, *Heavy Motor Equipment Operator*
G. Deshler, *Water/Sewer Systems Maintenance Craftsman*
B. Gath, *Heavy Motor Equipment Operator*
T. Casey, *Meter Reader, Motor Equipment Operator*
A. Richards, *Meter Reader, Heavy Motor Equip. Operator*

Parks Division

E. Lightfoot, *Working Foreman*
J. Lightfoot, *Heavy Motor Equipment Operator*
F. Giannetti, *Heavy Motor Equipment Operator*
T. Stronach, *Heavy Motor Equipment Operator*

Engineering Division

T. Fiorello, *Sr. Engineer*
T. Richter, Jr., *Jr. Engineer*
P. Doherty, *Sewer Coordinator*

Retired Employees

K. Ryan

New Water services installed	300
Replace and repair water services	35
Replacement water meters installed	89
New meters installed	189
Meters installed by contractors and programmed by water division	121
Sewer Permits issued	190
Total new street permits issued	62
Special permits issued	1
State permits issued	5
No. of hydrants installed	
New mains installed (approximately)	3.6 miles

Snow Expenditures

186,564.44

Street Permits Issued

164

Park Permits Issued

157

Drainage Projects Completed:

McKenzie Circle
Rogers Street-Diamond Property
Lancaster Drive
Woburn Street
Police Dept.
South Fire Station
Wilson Road
James Avenue at Woburn Street
Woburn Street at Martell Welding
Kennedy Road, partial
Old Shawsheen Street
Babiczy Road
Water Street
John Street
Heathbrook School
Rogers Street, Paul Johnson
416 Rogers Street
Helvetia Street
Andover Street
Kendall Road

Catch Basins Cleaned

600

Streets Maintained

250 miles

Vehicles Maintained

Police
Dog Officer
Civil Defense
Auxiliary Police
Community Action Committee

Trees Removed

200

Highlights of 1986

Dedication of Francis "Tadd" Brown corner
Ground Breaking Ceremony for Water Filtration Plant

In closing, I would like to take this opportunity to thank the Board of Public Works for their support, the residents for their patience, and most important, the entire Department of Public Works' staff.

Thank you,
William R. Burris, Jr.
Superintendent of Public Works

EDUCATION

General Information

Superintendent's Report

School Committee

Staff List

Enrollment by Schools

Shawsheen Regional Vocational Technical School

School Department General Information

Registration for School in September 1987

Kindergarten: In order to be eligible for Kindergarten a child must be five years of age on or before January 1, 1988.

First Grade: In order to be eligible for First Grade a child must be six years of age on or before January 1, 1988.

Education and Employment Certificates

Every person from 14-16 years of age must have an employment certificate or permit and those between 16 - 18 years of age must have an educational certificate before starting work. These certificates and permits may be obtained at the office of the Superintendent of Schools, and the High School Principal. When one makes application for a certificate and/or working card he must apply in person and bring birth certificate and report of last grade attended.

No School Announcements

School will be closed only in the case of severe inclement weather. The schedule of no school signals in effect for this school year follows:

A series of three sets of two blasts (2-2-2) on the horns at the State Hospital and the Tewksbury Fire Department indicate no school at the following times for the groups indicated.

6:45 A.M.—No School At All Schools

7:45 A.M.—No School—All Elementary Schools Only (K-6)

Announcements relative to closing schools for inclement weather will be carried by radio stations WRKO, WCAP, WLLH, WCCM, WBZ, WHDH.

When it is in the interest of students' safety to delay the opening of school due to weather conditions, the Superintendent will notify the public by the same procedure as "no school" announcements are made.

School Committee Members

Thomas L. Cooke, 1987

Louis Carciofi, 1988

Deacon Bill Emerson, 1989

Charles LaBella, 1988

Benjamin Maxwell 1989

Report of the School Committee

The year of 1986 was a long one, especially in areas dealing with collective bargaining and budget restraints. The time and effort required to solve the problems in these areas were given generously by the school committee.

During the first few months of the year the school committee continued to meet with representatives of the teachers association to finalize the collective bargaining agreement. The contract that had been accepted by the teachers, following the strike in November, contained salary provisions that depended upon a vote of the town to elect to override the limits of Proposition 2½. When the town defeated the article to override, the school committee then had to reach agreement with the teachers within the funds available in the budget passed at the annual Town Meeting.

The cost of busing of private school students out of town had always been included in the school budget. In 1986 the school committee chose to take the cost out of the school department budget and put a special article in the annual town meeting warrant. The article received a great deal of debate. Funds were initially voted and then sustained by a second vote. Legal questions as to procedure were raised and the funds voted have not been spent. The courts have ruled that no funds for private school busing can be spent until all legal issues have been resolved.

I want to extend a special thanks to my colleagues on the committee. Three new members were elected to the school committee in April. I thank the former members for their dedication and hard work. Mr. Louis Carciofi and I are serving as the bridge between the changing of the old and new majority. I thank him for his help and welcome the interest, intelligence and dedication of our new members.

Thomas L. Cooke
Chairperson

Report of the Superintendent of Schools

To the Honorable School Committee and the Citizens of Tewksbury:

Herewith I am privileged to submit my twenty-second annual report as Superintendent of the Tewksbury Public Schools. On July 23, 1985, Governor Michael Dukakis signed into law the Public School Improvement Act of 1985 (Chapter 188). The purpose of this new law is to insure educational excellence for all students, to increase the accountability of teachers and students and to provide resources for creative educational improvements at the local level. I welcome these new opportunities and the responsibilities for the improvement of education for all the children in the Tewksbury Public Schools.

The focus of this annual report will deal with some of the ways we have implemented the new School Improvement Act. In the first part of the report I will discuss Formula Grant Programs. There are 5 Formula Grant Programs of which Tewksbury qualifies for 4. Formula Grant Programs are optional: school committees decide whether or not to accept these grants. In some cases the grant also requires Town Meeting Approval (Professional Development Grants and Minimum Teacher Salary Grants). A formula connected with each grant program determines the amount to which an individual school district is entitled from the state.

• **School Improvement Grants** — This is a direct allocation of funds to individual school buildings. For the 1985-86 school year these funds were available to only elementary schools. Starting with the 1986 school year all school buildings are eligible for these funds. The funds amount to \$10. per student and are spent by a School Improvement Council made up of the principal, 3 teachers, 3 parents, 1 school committee representative, and in the case of the high school a student.

These funds may be used for innovative academic programs, expanded services to students, purchase of instructional equipment, alternative education programs, cultural education programs, programs with parental or community involvement, staff training or other purposes consistent with school improvement. The councils may not spend the grants for current costs that are normally supported by the regular school committee budget. School Committee's have oversight authority, they may veto proposed expenditures. In 1986 Tewksbury received \$20,710 under this grant and will receive \$40,570 in 1987 — a total of \$61,280 over a two-year period.

• **Minimum Teacher Salary** — These grants are made by the state over a period of 2 years (1986 and 1987) to pay the cost of increasing the salaries of all teachers to \$18,000 in cases where the teachers received less than \$18,000 in both 1985 and 1986.

In 1986 there were 20 teachers whose salaries would have been less than \$18,000. The state reimbursed the Town \$33,483 to bring the 20 teachers' salaries up to the \$18,000 level. The town will be reimbursed a similar amount this year

to make up the difference between where the teachers' salaries would have been and the minimum of \$18,000. It's interesting to note that only 4 or 1% of School Districts out of 367 were paying a minimum teacher salary of \$18,000 before Chapter 188 was implemented (1985). Since the implementation of Chapter 188, one hundred-twenty school districts accepted the minimum teacher salary grant. Now there are 124 districts with at least an \$18,000 minimum or 34% of the school districts in the Commonwealth.

• **Professional Development Grants** — These grants are for additional compensation for teachers. The distribution of the funds is determined through collective bargaining between the School Committee and the Tewksbury Teachers' Association. These grants were considered as bonuses in most Massachusetts communities, including Tewksbury. The grant is for calendar years 1986 and 1987 and amounts to approximately \$1100 per teacher — an average of \$650 per teacher in 1986 and \$450 per teacher in 1987. Tewksbury's total grant amounted to \$175,487 in 1986 and \$121,491 in 1987.

• **Horace Mann Grants** — This grant provides to school districts money to pay additional compensation to teachers who take on expanded responsibilities during the year. There is a limit of \$2,500 for each teacher, each year. The teacher selection procedures and funding levels in each school district is subject to collective bargaining as was the case with the Professional Development Funds for teachers. The town of Tewksbury received \$32,280 for this school year. Forty teachers applied for grants and 29 teachers were awarded grants which ranged from \$700 per teacher to \$2,500. It is estimated that the Commonwealth of Massachusetts will distribute approximately \$7.3 million to Horace Mann teachers by January 1987.

Another extremely important component of Chapter 188 is Curriculum Assessment. Once every two years the Massachusetts Board of Education shall assess the effectiveness of the curriculum in individual schools and school districts by testing all students at three grade levels in selected major curriculum areas. The results of this testing is reported at the school level, at the district (town) level and statewide.

In March of 1986 the first battery of tests, as part of the Massachusetts Educational Assessment Program, was given to all students in grades 3, 7 and 11. Throughout the state 180,000 students took the tests while in Tewksbury there were 871 students who took the test. The tests were given in three curriculum areas — Reading, Mathematics and Science.

The results of the testing in Tewksbury revealed only one exception to the fact that on a total system-wide basis, Tewksbury students did not show any significant educational differences from the average test scores for the state in the content areas of Reading, Mathematics and Science. The only exception to this was in grade 11 reading, where Tewksbury students did score significantly higher than the state average. All of the system-wide scores for Tewksbury fell within the middle 68% of all students in the state taking the tests.

In reports I received from the Massachusetts Department of Education, Tewksbury High School showed the highest scores in the town and the 3rd grade elementary tests were the lowest. Since the tests show a cumulative effect, I was relatively pleased with this result. The results for the Tewksbury Schools follow:

	Elementary Grade 3	Junior High Grade 7	High School Grade 11	State Average
Reading	1270	1290	1370	1300
Mathematics	1290	1320	1330	1300
Science	1280	1300	1330	1300

In the guidelines issued by the State Department of Education it emphasized that when comparing scores it should be noted that scores differing less than 50 points should not be considered substantially different, while differences of more than 50 points should be considered meaningful. As stated previously the only test result in the above figures with any significant educational difference is the grade 11 reading test — which is 70 points higher than the state average.

The third grade scores for the individual schools in Tewksbury were:

Content Area	Dewing	North Street	Heath Brook	Trahan
Reading	1260	1340	1250	1230
Mathematics	1290	1300	1300	1260
Science	1300	1290	1290	1240

In the grade 3 scores by individual schools there is a meaningful significance indicated in the reading and science scores for the Trahan School. The scores do differ by more than 50 points from the state average. While these scores are disappointing they do focus on where to begin an examination of the curriculum at the school.

The State Department of Education has issued information on assessment testing which states. . . ‘an assessment measures the curriculum with the proviso that the content tested goes beyond what any one curriculum would be expected to cover.’

- The assessment is not the ultimate measure of achievement
- The results are not a judgement on the effectiveness of teaching, nor on the intelligence of students.
- The results are not a prediction of the future nor are they independent of the particular group of students who were tested.
- The results are not the same as those which you would receive from a commercial testing program.

The staff of the Tewksbury Public Schools has begun an in-depth study of the assessment results. All principals and teachers are evaluating the results for their particular school. Regular meetings and work sessions have begun for the purpose of developing strategies and recommendations for improving the curriculum in Reading, Mathematics and Science. Principals are meeting with the Superintendent and the Assistant Superintendent for Instruction, Dr. Edward J. Farley, on a regular basis to develop a program for improvement.

In this report I have highlighted the major components of Chapter 188 that have affected education in Tewksbury.

The Education Reform Bill in Massachusetts — Chapter 188 was designed to bring significant changes to the delivery of education in every school district in the Commonwealth. In Tewksbury we have attempted to take advantage of every aspect of the ‘Bill’ that is applicable to our school system. By the end of this school year we will have received approximately \$390,538 from the state as a result of this new legislation. The

funds have been used for instructional areas and equipment in the schools, teachers’ salaries, research and curriculum development.

From the Massachusetts Assessment Program we have been able to identify strength and weaknesses in our curriculum in the areas of Reading, Mathematics and Science. This has provided a basis for designing new strategies and developing curriculum content to meet standards and guidelines identified by the state as desirable.

Our citizens are most generous in expressing their approval and pleasure with the type of education we are trying to provide here in Tewksbury. They are also honest and frank with any criticism they might have of our efforts. Both of these reactions we accept with thanks and a good feeling that the people are willing to express their praise and criticism of our schools within the framework of wanting to achieve excellence in our program. My hope is that we will keep focused on this goal of excellence.

I wish at this time to express my appreciation to my two Assistant Superintendents, Dr. Edward J. Farley, and Mr. John F. Ryan for their invaluable guidance, assistance and work in their respective areas. To all principals, assistant principals, teachers, secretarial and custodial staff, as well as the school food service workers, and all employees of the department we all owe our deep appreciation. The Tewksbury Public Schools could not function without the teamwork of all of these people who in actuality provide for all of our children what we feel is a first class education at a cost which is consistent with the Town’s ability to pay.

The members of the School Committee have given generously of their time, talents and efforts in pursuit of providing the best possible education for the children of Tewksbury. The work of the School Committee deserves the appreciation and respect of every citizen. To the other town officials, parent advisory groups, civic, church and fraternal groups — all who have helped to provide quality education in Tewksbury, I extend my sincere appreciation and thanks.

Respectfully submitted,
John W. Wynn
Superintendent of Schools

MONTHLY SCHOOL ENROLLMENT October 1, 1986

Grade	Heath Brook	Lowella Dewing	Louise Trahan	North Street	Junior High	Senior High	Totals
K	83	46	97	95			321
1	71	109	69	73			322
2	70	82	76	70			298
3	79	77	57	53			266
4	59	86	63	49			257
5	70	81		43	72		266
6	64	105		49	83		301
7					292		292
8					342		342
9						244	244
10						313	313
11						298	298
12						318	318
SP	3						3
Totals	499	586	362	432	789	1173	3841

Staff

Roster — Central Office

John W. Wynn, M.Ed., *Superintendent of Schools*
 Edward J. Farley, Ed.D., *Assistant Superintendent of Schools*
 John F. Ryan, M.Ed., *Assistant Superintendent of Schools*
 Thomas Nawn, M.Ed., *Central Office Assistant*
 Thomas Lovett, M.Ed., *Data Processing Coordinator*

Barbara E. Tanner, *Executive Secretary*
 Anne Duncan, *Financial Clerk*
 Josephine Campo, *Secretary*
 Dorothy Gendall, *Clerk*

Memorial High School

William DeGregorio, M.A., *Principal*
 Joseph Crotty, M.A., *Assistant Principal*
 Anthony Romano, M.Ed., *Assistant Principal*

Delores Barlow, *Secretary*
 June Fowler, *Secretary*
 Mary Maguire, *Secretary*

Florence Antonuk, *Guidance Secretary*
 Rose Cochran, *Census Clerk*
 Anita Santori, *Data Processing Secretary*

English

Robert Manzi, M.Ed., *Department Head*
 Carol Acone Callahan, B.S.
 John Bresnahan, M.A.
 Chester Flynn, B.A.
 Joan Kelley, M.A.
 Elsa Marsh, B.A.
 Linda Novelli, M.Ed.
 Andrew Pappathan, M.Ed.
 Susan Patterson, B.A.
 John Perreault, M.A.
 Sheila Walsh, B.A.
 Jacqueline Williamson, B.A.

Social Studies

Warren Bowen, M.Ed., *Department Head*
 Sandra Bettencourt, B.S.
 John Corbett, M.Ed., — Max Ed
 Robert Fiske, B.S.Ed.
 James Kastritis, B.A.
 Patricia Koravos, B.A.
 Christos Koumantzelis, M.Ed.
 Robert MacDougall, M.A.
 Dennis McGadden, M.Ed.
 Sharon Milenavich, M.Ed.
 William Piscione, M.Ed.
 Donald Stewart, M.Ed., — Media Specialist

Mathematics

Bryce Collins, M.Ed., *Department Head*
 Cynthia Ayer, B.S.
 Judith Bruce, M.S., — Computers
 George Economou, B.S. Ed.
 Maureen McNamara, M.Ed.
 Elizabeth Papik, M.Ed.
 Roger Pilat, B.A.
 Gerald Rideout, M.A.T.
 Carol St. Germain, B.Ed.
 Dolores Sullivan, M.Ed.

Science

Marilyn O'Brien, M.A., *Department Head*
 John Clarke, M.Ed.
 Michael Daley, M.Ed.
 Stephen Gerome, C.A.G.S.
 Richard Gropman, M.A.
 Mary Herlihy, B.A.
 Patricia Lannon, B.A.
 Joseph LeProhon, M.S.
 Wade Longley, M.S.
 Kathleen Mofield, B.S.
 Timothy Otis, B.S.

Foreign Languages

Frances Renaud-Stephan, M.A., *Department Head*
 Antoinetta Cascella
 Leo Frechette, M.A.
 Daniel O'Brien, B.A.
 Maureen Rideout, B.A.
 Mary Sullivan, M.A.

Art

Daniel Rogacki, B.S.
 Donald Sullivan, M.Ed.

Distributive Education

Cynthia Onoroski, M.Ed.

Business Education

Anita MacDonald, M.Ed., *Department Head*
 Judith Berube, B.S.
 Dale Black, B.S.
 Melanie Buccola, M.Ed.
 Robert deGaravilla, M.Ed.
 Heidi DeRosa, B.S., Ed.
 Constance Goldsworthy, M.Ed.

Industrial Arts

Norris O'Brien, M.Ed., *Department Head*
 Lawrence Basteri, C.A.G.S.
 Frederick Bernhardt, B.S.
 Richard Otis, B.Ed.

Home Economics

Anne McDermott, B.Ed.
 Barbara Mersereau, M.A.

Music

Roger Whittlesey, M.Music, *Acting Director*

Physical Education

David Marcus, B.S., *Director*
 Robert Aylward, M.Ed., *Athletic Director*
 Nancy Billings, B.S.
 Steve Levine, B.S.Ed.
 Robert McCabe, M.Ed.
 Donna Tanner, M.Ed.

Vocational Education Aide

N. Jean Aylward

Tewksbury Junior High School

Richard Griffin, M.Ed., *Principal*
 George Abodeely, M.Ed., *Assistant Principal*

Judith Colman, *Secretary*
 Nancy Thompson, *Secretary*

Dorothy Doherty, *Guidance Secretary*

English

James McGuire, M.Ed., *Department Head*
Jason Andrews, M.Ed.
Anthony Blandini, B.Ed.
Linda Hair, M.A.
Elizabeth Kyle, M.A., — Dev. Rdg.
David Mullen, B.A., — Dev. Rdg.
Mary Murray, M.Ed., — Dev. Rdg.
Brenda O'Brien, B.A.

Social Studies

Kenneth Young, M.Ed., *Department Head*
Patricia Krol, M.Ed.
James LeClair, M.Ed.
Anne Maloy, B.A.
Stephen Prodanas, M.A.T.
Warren Yaeger, M.Ed.

Mathematics

Sharlene Locker, B.A., *Department Head*
Sandra Barnett, B.S. Ed.
Albert Bradley, M.Ed.
Annina Faraci, M.S.
Mary Keenan, M.Ed.
Rosamond Malatesta, M.Ed.

Science

Alfred White, M.S., *Department Head*
Kenneth Bowers, C.A.G.S.
Kathleen Connell, B.S.
Louis Garceau, B.A.
Glen Osterman, M.A.T.
Richard Zbieg, B.S. Ed., — Computers

Foreign Languages

Claire Piscione, B.A.

Industrial Arts

John Jarek, M.S.
Walter Mackey, M.Ed.

Home Economics

Bonita Hansberry, M.Ed.
Mary Laffey, B.S.

Art

Linda Malone, B.A.

Music

Nancy Laws, B.A.
Thomas O'Toole, M.A.

Physical Education

Martha Doukszewicz, B.S.
Susan Soo Field, B.S. Ed., I.G.E. Program
George Patterson, B.S.

Health/Values

Sal Gallo, M.A.T., *Director*
Cynthia Abate-Upson, B.A.

Business Education

Marilyn Streeter, M.Ed.

I.G.E. Program — Junior High School

5th Grade

Thomas Conlon, M.A.
Maureen Gropman, M.A.
Raymond Loosen, M.Ed.
Dolly Sacramone, M.Ed.

6th Grade

Philip Kearney, M.Ed.
William Kirwin, M.Ed.
Kevin McArdle, M.Ed.

Aides

Janice DiPietro
Jean Olsen

Heath Brook School

Antonio Terenzi, C.A.G.S., *Principal*
Ann Sexton, *Secretary*
Ruth Maher, *Secretary*

Grade 1

Joan Ciambella, B.S. Ed.
Margaret Harcourt, B.S. Ed.
Susan LaMotte, B.S. Ed.

Grade 2

Virginia Bunting, B.S. Ed.
Dorothy Foley, M.Ed.
Brenda McWilliams, B.S. Ed.

Grade 3

Barbara Duarte, B.S. Ed.
Elaine Fiske, B.S. Ed.
Paula Levis, B.S. Ed.

Grade 4

Donald Barry, M.Ed.
Marcia Kalarites, M.Ed.
Lorraine Nastek, B.S. Ed.

Grade 5

Alfred LeClair, M.Ed.
Richard Mousseau, M.Ed.
Martha Quinn, M.Ed.

Grade 6

Joanne Krainski, M.Ed.
Frederick Leahy, M.Ed.
Elaine Mullen, B.S. Ed.

Kindergarten

Maureen Cody, B.Ed.
Patricia McDonnell, B.Ed.

Kindergarten Aides

Linda Austin
Rita Boudreau

Loella F. Dewing School

John Weir, M.Ed., *Principal*
Particia Boucher, *Secretary*

Grade 1

Meredith DeBow, M.Ed.
Maureen Kane, B.S. Ed.
Janice Lunn, M.Ed.
Claire Reed, B.S.
Patricia Stratis, B.Ed.

Grade 2

Geraldine Rubico, B.S. Ed.
 Shirley Sanford, B.S.
 Carole Sullivan, M.Ed.
 Barbara Vitallo, B.S.

Grade 3

Maureen Buckley, B.S. Ed.
 Mary Lou Morris, M.Ed.
 Rose White, B.S. Ed.

Grade 4

Brenda Frazz, B.S. Ed.
 Robert Maloney, M.Ed.
 Ann Read, M.Ed.
 Sandra Ryan, M.Ed.

Grade 5

Patricia Allen, M.Ed.
 Carlton Clark, M.Ed.
 August Jardin, M.Ed.
 Iris Koumantzelis, B.S. Ed.

Grade 6

George Kalarities, M.Ed.
 George Paul, M.Ed.
 Richard Schadlick, M.Ed.
 Monica Weir, B.S. Ed.

Kindergarten

Cathy Ronan, M.Ed.

Kindergarten Aides

Jane Juskiewicz
 Diane Norton, B.S. Ed.

Louise Davy Trahan School

Edward Pelletier, M.A., *Principal*
 Elaine Tower, *Secretary*

Grade 1

Virginia Callahan, M.Ed.
 Maureen Jackman, B.S. Ed.
 Ann O'Hara, B.S. Ed.

Grade 2

Nordice Chute, B.S.
 Kathryn Quinn, B.S. Ed.
 Christine Themeles, B.S. Ed.

Grade 3

Madeleine DeLuca, B.A.
 Elizabeth Santos, B.S. Ed.
 Karen Ware, B.S. Ed.

Grade 4

Patricia Dias, B.S. Ed.
 Joan Friedman, M.A.
 Marimargaret Roberts, M.Ed.

Chapter 1

Frances Gath, B.S. Ed.
 Mildred Mulno, M.Ed.
 Priscilla Titus, M.Ed.

Kindergarten

Gwen Hedrick, B.S. Ed.
 Catherine Brimer, B.S.

Kindergarten Aides

Diane Kelley
 Patricia Lightfoot

North Street School

William Tsimtsos, M.Ed., *Principal*
 Valerie Rogers, *Secretary*

Grade 1

Arlene Breault, B.S. Ed.
 Charlotte Johnson, B.S. Ed.
 Jennie Zantuhous, B.S.

Grade 2

Jacqueline Dupont, B.S. Ed.
 Elaine Maxwell, B.S. Ed.
 Carolyn McLaughlin, B.A.

Grade 3

Alma Davis, M.Ed.
 Joan Ryan, B.S. Ed.

Grade 4

Cassandra Edell, B.S. Ed.
 Jayne Gray, M.Ed.

Grade 5

Charles Allen, M.Ed.
 Robert Cullen, M.Ed.

Grade 6

Eugene Sdoia, M.Ed.
 Gerald Smith, M.Ed.

Kindergarten

Sheila Gurry, M.A.
 Marjorie Petalas, M.Ed.

Kindergarten Aides

Linda Beaulieu
 Margaret Smith

Guidance — Memorial High School

Priscilla Betses, M.Ed., *Director*
 John Donoghue, M.S.
 Henri Dufour, M.Ed.
 Elisabeth Gaffney, M.Ed.
 John Maloy, M.Ed.

Guidance — Junior High School

Thomas Madden, M.Ed.
 Alice Marcotte, B.A.

Librarians — Systemwide

Hope Place, B.S. — Memorial High School
 Gertrude Carey, M.A. — Junior High School
 Arlene King, M.A. — Head Elementary Librarian

Reading Specialists

Karla Conway, B.S.
 Robert Horgan, M.Ed.
 Georgia Ruckledge, M.Ed.

Elementary Art

Gail Hamilton, B.A.
 Carol Rodgers, M.A.
 Betty-Ann Themeles, B.S. Ed.

Elementary Music

Joseph Buckley, M. Music
 Susan Thorne, B.S. Ed.
 Betty Turner, M.F.A.

Elementary Physical Education

James Manley, B.S.
 Bonnie Roberts, B.S.
 Rita Stevens, M.Ed.

Elementary Gifted & Talented

Dorothy Hudak, M.Ed.
 Elise Racicot, M.Ed.

Health Educator

Denise M. Saindon, B.S.

Special Education Department

Michelle DeAngelis, Ed.D., *Administrator*
Beverly Erlandson, *Secretary*
Theresa Brown, *Secretary*
Joanne Kearns, *Secretary*
Pauline Brooks, *Secretary, Athletic Director*
Speed Youth Advisors
Lee Muller, M.Ed.
Adjustment Counselors
Robert Appolloni, M.Ed.
Carol Brooks, M.Ed.
Frederick Penza, Ed. D.
Gail Shinberg, M.Ed.
Stella Sullivan, M.Ed.
William Traveis, M.Ed.
Psychometrist
Sheila Kempler, C.A.G.S.
Speech Therapists
Jan Fuller, M.Ed.
Ann Johnson, M.Ed.
Jane Kelley, M.Ed.
Christine Kiss, M.Ed.
Visually Handicapped
Therese Morin, M.Ed.
Early Childhood Specialist
Patricia Costigan, M.Ed.
Moderate Special Needs
Ruth Anderson, M.A.
James Auten, M.Ed.
Susan Berberian, M.Ed.
Elaine Blasdel, B.Ed.
Roseanne Boghossian, M.Ed.
Deborah Brousseau, M.Ed.
Nancy Farrey, M.Ed.
Carole Anne Gallo, B.S. Ed.
Eileen Gardner, B.S. Ed.
Donna Graham, M.Ed.
Carole Holmy, M.Ed.
Sabel Jankelson, M.Ed.
Kaspar Kasparian, M.Ed.
Mary Kennedy, B.S.
Pauline King, B.S. Ed.
Ann Knower, M.S.
Nancy LaRose, M.Ed.
Donna LeCam, M.Ed.
Mary Manseau, M.Ed.
Carlene Neumann, M.Ed.
Stephanie Pagiavlas, M.Ed.
Mary Ann Primerano, M.Ed.
Carol Sagro, M.Ed.
Judith Spano-Davis, M.Ed.
Thomas Walsh, B.S. Ed.
Special Education Aides
Elinor Beloin, B.S. Ed.
Antonette Byrnes, B.S. Ed.
Jean Holmes, B.S.
Pamela Lussier, B.S. Ed.
School Nurses
Louise Gearty, R.N. & B.S.
Dorothy Gerrard, R.N. & B.S.
Yvonne Hall, R.N. & M.S.
Alice LeDuc, R.N.
Charlotte Sargent, R.N. & B.S.

Part-Time Nurses

Judith Hopkins, R.N.
Linda Jezak, R.N.

Occupational Therapist

Mary Chappell, B.S.

Physical Therapist

Anne Dempsey, B.S.

Library Aides

Ann Donnelly
Judith Dziadosz
Martha Feran
Marilyn Fowler
Mary Gale
Barbara Keefe
Jean Keyser
Evelyn McCabe
Mary Nawn
Vasilike Stevens
Rosemary Sullivan
Mary Turcotte

School Attendance Officers

Robert Cook
George Hazel

Maintenance Department

Joseph George, *Supervisor of Maintenance*
Thomas Gilbride
Louis Marion
Charles Ryan
Thomas Sullivan
Joel Trull

Custodial Department

Mr. John Regilino, *Supervisor of Custodians*

High School

John Anderson, *Acting Head Custodian*
Eleanor Antonelli
John Cleary
Eric Gordon
Harvey Leighton
Brooks Nyren
Roy Osterberg
Al Ricci
Steve Witham

Junior High School

William Carlson, *Acting Head Custodian*
Robert Anderson
David Beattie
Henry Benson
William Oleson
Andre Pare
James Zousimas, *Acting Head Night Custodian*

Loella F. Dewing School

William Bomil, *Acting Head Custodian*
Richard Fallon
Bruce MacDonald
William Krzesinski
Kurt Schimmelbusch
William Bomil, Jr.,

Heath Brook School

Joseph McCann, *Acting Head Custodian*
Edward Brabant
William Cuskey
David Green
Claire Lebel

North Street School

Frank Dombrowski, *Head Custodian*
 Daniel Martin
 Donald Page

Louise Davey Trahan School

Bernard Boudreau, *Acting Head Custodian*
 John Dey
 Eugene Kelly
 Peter Thuillier

Matrons

Joan Andella
 Margaret Carney

Food Service Department

Ms. Joan Dey, *Director*
 Mary Lou Conroy, *Secretary*

Loella F. Dewing

Theresa Harrington, *Manager*
 Rochette Hastings
 Elizabeth Ryder

Heath Brook

Eleanor Bissett, *Manager*
 Carole Friedman
 Margaret Gilbert
 Dolores Montecalvo

Junior High

Rose Moore, *Manager*
 Mary DiBella
 Judith Dickinson
 Ann Diberto
 Diane Lombardi
 Barbara Stevens
 Ivane Thibedeau
 Janice Woodman

Memorial High

Phyllis Boumel, *Manager*
 Agnes Fowler
 Marilyn Gretskey
 Judith Hanlon
 Sheila Krzesinski
 Christine Lindsey
 Concetta Miranda
 Marie Nolan
 Mildred Patterson
 Dorothy Peach
 Marcella Urquhart

North Street

Lorraine McPhee, *Manager*
 Anna Dobin
Louise Davy Trahan
 Martha Kelleher, *Manager*
 Marie DiFabio

HORACE MANN TEACHER GRANTS
 Dr. Edward J. Farley, *Assistant Superintendent*

In 1985 the state legislature passed the Public School Improvement Act. One section of that Act is called Horace Mann Teacher Grants. The intent of these grants is to provide financial incentives to teachers to carry out expanded responsibilities within their districts.

Each school system will receive an amount of money that can be used to pay teachers for carrying out these expanded responsibilities. Tewksbury has been allotted \$32,280 for the first year of the program. The school committee had to enter into a collective bargaining agreement with teachers to determine selection procedures and grant levels for Horace Mann Teachers. The maximum annual grant that any one Horace Mann Teacher may receive is \$2,500.

In preparation for the grants, a workshop was held for all instructional personnel on September 16, 1986. Mr. John Philipppo, consultant from the Merrimack Education Center, reviewed the guidelines for the program. He also instructed the participants on how to write a grant proposal. The application form he used was accepted by the School Committee and the Tewksbury Teachers' Association as the application form to be used in applying for a Horace Mann Teacher Grant.

As 1986 came to a close the school system began receiving applications for Horace Mann Teacher Grants. Teachers were asked to select topics recommended by the Massachusetts Department of Education. These include teacher training, curriculum and program development, special assistance to dropouts or potential dropouts, inservice instruction and consultancy, development and evaluation of teacher resources, and school-home-community liaison. The school administration also recommended to teachers that they write grants proposing to work in assisting teachers in managing computer labs, serving as curriculum facilitators at the elementary level, and developing an elementary social studies curriculum program.

The Horace Mann Teacher Grants were established to increase teacher initiative and creativity and improve the use of valuable teaching resources. The state is providing the funds to compensate teachers for the expanded responsibilities and thereby recognize and encourage their initiative.

GUIDANCE DEPARTMENT REPORT
 Priscilla Betses, *Guidance Director*

It is with a great sense of pride that I submit this report to the Townspeople of Tewksbury on the state of well-being of its students. The Guidance Staff are in daily contact with the students and every indication points toward a healthy and happy student body which is achieving academically and socially and is dealing with its pressures in a mature manner.

This year there were two major themes which received considerable attention; namely, the national drug crisis and the state assessment testing program, and I will attempt to address both issues in relation to our student population.

First, I would like to focus on the national drug crisis. This is not a new phenomenon by any stretch of the imagination. The school authorities have been working diligently since the early and middle 60's to teach about the horror of drug and substance abuse; identify students who are users; and to direct them to treatment centers. In essence, this problem is at least twenty years old and it has escalated to engulf our entire nation's population, including all economic levels, all social classes, ages, occupation and government agencies. It became a national epidemic which had to be addressed and eradicated. The best way to deal with this problem is by recognition, admission and education.

All educational institutions have been teaching and continue to teach about drug and substance abuse. Business, government and industry are making a concerted effort to detect abusers and to rehabilitate these victims. All of the media have been generous with their resources to educate the general public through public service announcements. This concentrated effort to educate the public together with the cooperation of safety authorities and health agencies to eradicate this national problem is finally moving in a positive direction.

The school administration, staff and support personnel are well-informed through staff development and professional improvement programs of the proper procedures to deal with this problem. All public institutions are making every effort to make our community substance free.

The second major development which occurred this year was the Massachusetts Assessment Test which was adminis-

ered to all grade 3, 7 and 11 students throughout the Commonwealth. This test is one of two tests (the other being the basic skills test) which was mandated by Chapter 188 of the Massachusetts Education Reform Act of 1985.

The assessment test differs from an achievement test in that it does not attempt to measure individual student's achievement, but attempts to measure the curriculum of a school system. The test itself measured more than the substantial material covered in any one year in three disciplines: namely; reading, mathematics and science. Seventy percent of the questions were from the national assessment test of educational progress. This test will be administered every other year in order to compare the system's results with Massachusetts and National norms.

The results of the assessment test in which our students participated showed that our curriculum is in place. However, we must continue to update our curriculum to reflect new developments in a current society.

In closing, I want to reiterate that at Tewksbury Memorial High School, we recognize that people deserve positive reinforcement and recognition as rewards for their performance. This is not to be interpreted again as just rewarding "great" performers, but for all "good" performers as well; most students are good performers. Our objective is to challenge each student to his/her fullest potential by increasing achievement, increasing attendance, reducing dropouts and enhancing study skills.

TEWKSBURY MEMORIAL HIGH SCHOOL Scholarship Award Recipients Class of 1986

Tewksbury Wilmington Emblem Club	Richard Bramante, Jr.
Middlesex Women's Club	Patricia Dunbar
TMHS Art Department	Karen Sturtevant
John Porter Memorial Scholarship	Scott Garland
David Keon Memorial Scholarship	Scott Weisens
Tewksbury Food Service Scholarship	David Park
Tewksbury Art Guild	Andrew Finsel
	James Latta
Joseph A. Bernardi Memorial Scholarship	Margaret Forsyth
Tewksbury Lions Club	Robert Dunlay
	Kelly Moloney
	Patricia Dunbar
	Richard Lapham
U.S. Air Force Academy Appointment	Timothy Patterson
The Golden Age Scholarship	Donald Hubbard, Jr.
Philanthropic Lodge of Marblehead/Masons	Sheri Strong
Tewksbury Veterans Association	Jeffrey Sands
	Michael Patenaude
	Robert Briggs
	Kim Sullivan
	Robert Dunlay
U.S. Navy ROTC Scholarship	Timothy Patterson
Tewksbury Garden Club	Douglas Noyes
Wang Laboratories	Robert Dunlay
	Matthew Grund
	Timothy Patterson
	Patricia Dunbar
	Douglas Haslam

Rosemary Peirent Scholarship
Award Fund
Tewksbury Rotary Club

Digital Scholarship
Balfour Scholarship Award
John Sughrue Memorial Scholarship
Mable Anderson Memorial Scholarship
Town Crier Scholarship
Tewksbury Wilmington Lodge of Elks

Massachusetts Elks Scholarship Foundation
Heath Brook P.A.C. Scholarship
Tewksbury Newcomers and Neighbors Scholarship

Tewksbury Teachers' Scholarship
Louise Davy Trahan Memorial Scholarship
TMHS Band Loyalty Scholarship
TMHS Music Association
Annua Scholarship

National Honor Society

Tewksbury Junior High School
Student Council

TMHS Class of 1986 Scholarship

Knights of Columbus
The Luke Byrne Memorial
Scholarship

The following students also received scholarships or recognition from their prospective colleges or organizations.

American Legion Scholarship	Suzanne Downey
Mary and Harry Zimmerman Scholarship	
National Elks Scholarship	Douglas Haslam
Presidential Scholarship - Bridgewater	Robert Dunlay
Regents Scholarship Award	
Swain School of Design	Susan Pollard
Academic Scholarship	Elise Ministeri
Stonehill College Honors Scholar Award	Karen Sturtevant
	Shawn Linnehan

Letters of Commendation from the National Merit Scholarship Qualifying Test were awarded to: Gina Busa, Patrick Carey, Robert Dunlay, Matthew Grund and Douglas Haslam. The Commonwealth of Massachusetts Scholars were: Robert Dunlay, Patricia Dunbar, Matthew Grund and Timothy Patterson.

Tewksbury Memorial High School students are grateful for all the generous contributions made to them to help defray the cost of their college expenses.

Bridget Higgins
Suzanne Koumantzelis
Brian Tremblay
Jeanne Connor
Steven Koufogazos

Barry Dunlevy

Robert Briggs, Jr.
Lauren Terrazzano

Robert Dunlay
Karen Sturtevant

Robert Ware
Gina Busa

Beth Luken
Sheri Strong
Gina Busa

Patricia Dunbar
Doreen Sipowicz

Douglas Haslam
Doreen Sipowicz
Sheri Strong
Jeanne Connor
Suzanne Koumantzelis

Richard Rogers
Susan Pollard
Richard Lapham
Jennifer Rogers
Pamela Brothers
Steven Rockwell
Kristin Doherty

Jennifer Rogers
Scott Sampson

Shawsheen Valley Regional Vocational/Technical High School

Annual Report 1986

Elected Representatives of the Regional School Committee are:

Bedford

Anthony R. Mazzone
Joseph L. Rogers

Billerica

Kenneth L. Buffum
Secy./Treas.
Bernard Hoar

Burlington

Francis McLaughlin
John P. Miller
Chairman

Tewksbury

Richard E. Griffin
J. Peter Downing
Vice-Chairman

Wilmington

John Gillis
Kevin J. Sowyrda

As a regional vocational/technical school, Shawsheen Tech serves five towns which include Bedford, Billerica, Burlington, Tewksbury, and Wilmington. Our prime concern is to train students for gainful employment. Since 80% of the jobs in today's world of work do not require a college education, the vocational and technical training offered at Shawsheen Tech results in just about all of the graduates getting jobs in their area of training.

As with every year, many activities take place which affect students, parents, and district townspeople. Listed below are several such activities.

Open House

This past year, Open House was held on January 21, 1986. Invitations were sent to all 8th grade students and their parents in order to give them the opportunity to visit the school and see the shops in operation. Teachers were on hand to explain the skill training in the different shop areas while the academic teachers were available to answer questions concerning the academic requirements of the school. This was by far one of the largest turnouts of any Open House held by the school.

Adult Education

Adult Evening Education was offered once again this past year and continues to be extremely popular with over 400 adults enrolled in approximately 19 different programs.

Accreditation

This past year Shawsheen Tech hosted a visiting committee comprised of members of the New England Association of Schools and Colleges. The committee spent three days at Shawsheen Tech evaluating the school in terms of our stated philosophy and objectives and the extent to which the school meets the educational needs of the students and the district communities. The visiting committee submitted their final report to the Commission on Vocational, Technical and Career Institutions, and at the 101st Annual Meeting of the New England Association of Schools and Colleges at the Copley Plaza Hotel in Boston, Shawsheen Tech was awarded initial institutional accreditation. This indicates we have met standards of membership and complied with requirements for extensive

evaluation and peer group review by the Association which monitors accredited schools and colleges to ensure that standards of membership are maintained.

Budget

In accordance with guidelines established in past years, the final budget was reviewed and passed by the Regional School Committee on January 27, 1987.

Craft Advisory Meetings

In keeping with our past practice, Shawsheen Tech's Craft Advisory Committee met in the fall and spring of this past year. We have been most fortunate in having a large and very interested group of advisors whose guidance over the years has been extremely valuable to the school.

Student Activities

Shawsheen Tech offers many extra-curricular activities to students attending our school. This year students took part in such activities as the Vocational Industrial Clubs of America (VICA), Toys for Tots, school newspaper, drama club, and pop band as well as the many sports teams fielded by the school.

Outside Projects

Our house building project for the 85/86 school year was built in Tewksbury, and the students work was completed in June. Our students also continued to work on other outside projects during the year; such as, the Wilmington Senior Center, Tewksbury Fire Department, and Burlington High School. This year's house project is being undertaken in the town of Billerica and should be completed by this June. These projects give the construction trade students excellent experience in the actual building process.

Looking Ahead

The year ahead promises to be an exciting and challenging one as well as a year of transition for the students and staff of Shawsheen Tech. Mr. Benjamin Wolk, whose name grew to be synonymous with the institution "Shawsheen Tech," has retired. The contributions of this extra-ordinary individual will be permanently felt in this school district.

On December 16, 1986 the School Committee voted Mr. Charles Lyons the school's new Superintendent-Director. Mr. Lyons began his appointment the beginning of February. Until that time, Mr. Robert Cunningham acted as Interim Superintendent for the school.

Enrollment Statistics

In accordance with the agreement between the five towns, the assessment of costs is based on the percentage of enrollment. The enrollment as of October 1, 1986 was as follows:

Town	Number of Students	Percent of Enrollment
Bedford	61	4.1%
Billerica	618	41.9%
Burlington	157	10.6%
Tewksbury	383	26.0%
Wilmington	255	17.3%

Total enrollment as of 10/1/86 is 1,474.

FINANCES

Treasurer — Collector
Appropriations Board of Assessors
Town Employee Earnings
Auditor's Report - Receipts and Expenditures

Report of the Treasurer-Collector

To the Honorable Board of Selectmen:

Gentlemen:

I submit herewith my report for the Fiscal Year ending June 30, 1986.

Cash on hand	\$ 3,938,153.46
Receipts to June 30, 1986	65,072,569.90
Journal Adjustments and Returned Checks	+ 93,359.13
	\$69,104,082.49

Paid on Warrants by the Town Auditor F/Y 1986. \$63,090,124.45	
Less accounts payable on Warrants	- 752,003.39
Net Warrants June 30, 1986	\$62,338,121.06
Balance on hand June 30, 1986	\$ 6,765,961.43

For detail of receipts and expenditures see report of the Town Auditor.

Lewis Tremblay, *Treasurer-Collector*

Statement of Town Debt — Fiscal Year Basis

1987	\$1,804,093.00	1997	\$ 1,275,000.00
1988	1,790,000.00	1998	1,270,000.00
1989	1,640,000.00	1999	1,265,000.00
1990	1,510,000.00	2000	1,265,000.00
1991	1,470,000.00	2001	880,000.00
1992	1,460,000.00	2002	880,000.00
1993	1,460,000.00	2003	880,000.00
1994	1,435,000.00	2004	665,000.00
1995	1,315,000.00	2005	660,000.00
1996	1,280,000.00	2006	660,000.00
			\$24,854,093.00

Statement of Interest — Fiscal Year Basis

1987	\$1,967,271.26	1997	\$ 752,435.00
1988	1,828,065.00	1998	645,575.00
1989	1,689,450.00	1999	539,012.50
1990	1,563,190.00	2000	432,510.00
1991	1,440,357.50	2001	344,342.50
1992	1,320,207.50	2002	273,985.00
1993	1,200,767.50	2003	203,482.50
1994	1,082,077.50	2004	142,987.50
1995	968,165.00	2005	93,150.00
1996	859,585.00	2006	43,530.00
			\$17,390,146.26

Detail of Debt Outside of the Debt Limit

School Project — Chapter 645, Acts of 1948	\$ 6,480,000.00
Water Project — General Laws, Ter Ed. Chapter 44.....	8,480,000.00
Sewer Project — General Laws, Chapter 44	3,640,000.00
	<u>\$18,600,000.00</u>

Trust and Investment Funds

Cash and Securities in Custody of Town Treasurer as of June 1986.

Conservation Fund	\$ 49,913.14
Foster School Fund	8,703.59
Pierce Essay Fund	605.06
Cemetery Perpetual Care Fund	8,339.19
250th Anniversary Fund	92.64
Stabilization Fund	17,722.76
Fairgrieve Memorial Fund	350,445.51
Mahoney Family Reward Fund	1,338.70
	<u>\$ 437,160.59</u>

	F/Y 1986	F/Y 1985	F/Y 1984	F/Y 1983	F/Y 1982	Previous Years
Real Estate						
Committed	13,153,905.80	-0-	-0-	-0-	-0-	
Outstanding 7/85	-0-	380,248.23	5,477.82	(- 3,908.93)	(- 1,982.71)	
Collections	12,359,924.63	380,853.32	3,576.57	-0-	-0-	
Abatements	326,978.09	34,117.00	8,281.80	83.60	-0-	
Refunded	20,457.64	46,345.50	8,391.23	83.60	-0-	
Added to T. Title	76,263.51	11,864.84	-0-	-0-	-0-	
Trans. to T. Poss.	513.00	-0-	-0-	-0-	-0-	
Misc. Adj.	(- 447.14)	+ 778.43	+ 642.00	-0-	-0-	
Balance 6/30/86	<u>410,237.07</u>	<u>537.00</u>	<u>2,652.68</u>	<u>(- 3,908.93)</u>	<u>(- 1,982.71)</u>	
Water Liens						
Committed	94,154.41	-0-	-0-	-0-	-0-	
Outstanding 7/85	-0-	13,827.90	(- 3,511.00)	42.00	2,338.60	
Collections	87,883.60	13,155.40	-0-	-0-	-0-	
Abatements	700.00	-0-	-0-	-0-	-0-	
Refunded	293.90	77.00	-0-	-0-	-0-	
Added to T. Title	<u>400.00</u>	<u>299.00</u>	<u>-0-</u>	<u>-0-</u>	<u>-0-</u>	
Balance 6/30/86	<u>5,464.71</u>	<u>450.50</u>	<u>(- 3,511.00)</u>	<u>42.00</u>	<u>2,338.60</u>	
Personal Property						
Committed	751,009.48	-0-	-0-	-0-	-0-	-0-
Outstanding 7/85	-0-	15,174.65	8,628.25	8,703.11	3,242.97	17,407.98
Collections	725,840.46	8,651.11	271.50	951.58	130.50	859.36
Abatements	25,127.52	7,677.55	6,091.94	2,739.90	83.09	375.32
Refunded	<u>14,031.67</u>	<u>7,725.69</u>	<u>6,091.94</u>	<u>2,739.90</u>	<u>-0-</u>	<u>-0-</u>
Balance 6/30/86	<u>14,073.17</u>	<u>6,571.68</u>	<u>8,356.75</u>	<u>7,751.53</u>	<u>3,029.38</u>	<u>16,173.30</u>
Motor Vehicle Excise						
Committed	1,017,127.57	-0-	-0-	-0-	-0-	-0-
Add'l Commitments	-0-	382,196.13	2,957.63	-0-	-0-	-0-
Outstanding 7/85	-0-	111,859.21	28,412.29	17,485.50	177.48	53.00
Collections	845,851.51	456,573.71	11,089.01	1,187.95	88.99	1,562.53
Abatements	48,881.73	26,240.44	1,569.23	17,274.11	-0-	-0-
Refunded	5,954.62	16,591.17	1,033.89	53.29	-0-	-0-
Rescinded Abatements	<u>-0-</u>	<u>-0-</u>	<u>-0-</u>	<u>272.79</u>	<u>88.99</u>	<u>1,562.53</u>
Balance 6/30/86	<u>128,348.95</u>	<u>27,832.36</u>	<u>19,745.57</u>	<u>(- 650.48)</u>	<u>177.48</u>	<u>53.00</u>

Board of Assessors

Norman O. Boudreau, *Chairman*
Barbara A. Flanagan
Charles J. Stella

Value of Real Estate	
January 1, 1986	\$853,560,500.00
Value of Personal Property	
January 1, 1986	\$ 35,075,614.00
Total Value January 1, 1986	\$888,636,114.00
Total Value January 1, 1985	\$832,936,375.00

TOTAL LEVY FOR FISCAL YEAR 1987

Town	\$ 27,724,555.54
State & County	\$ 278,930.00
Overlay of Current Year	\$ 520,913.40
Gross Amount to be Raised	\$ 29,999,224.24
Total Estimated Receipts and Available Funds	\$ 14,892,463.44
Net Amount to be Raised on Property	
Personal Property	
1986	\$ 762,196.51
Real Estate	
1986	\$ 14,344,564.31
Total Taxes Levied on Property	
1986	\$ 15,106,760.82
Water & Sewer Liens Added to Taxes	
1986	\$ 189,435.03

MOTOR VEHICLE RATE \$25.00

MOTOR VEHICLE AND TRAILER EXCISE

Amount of Warrants to Collector	\$ 1,264,752.97
FY '86 TAX RATE: \$15.30 Residential	
\$21.73 Commercial	

Auditor's Report

In accordance with the provisions of the General Laws, I herewith submit my annual report covering the financial transactions of the town for fiscal year ending June 30, 1986.

My sincere thanks to those who have assisted me.

Following is a detailed accounting of all receipts, expenditures and other pertinent data for your inspection.

Additional information will be furnished upon request.

Receipts — 1985-1986

From the collector:

Prior	
Personal	989.86
1986	
Spec. Acct.	550.00
Real	12,359,923.81
Personal	725,842.86
1985	
Real	380,853.32
Personal	8,651.11

1984		
Real	3,576.57	
Personal	271.50	
1983		
Personal	951.58	
		13,481,610.61

Excise

1986	845,851.51	
1985	456,559.71	
1984	11,089.01	
1983	1,187.95	
1982	88.99	
1981	35.02	
1980	329.45	
1979	219.45	
Prior	984.23	
		1,316,345.32

Trailer Parks	9,828.00
Municipal Liens	28,350.00
Int. Deferred Taxes	69,259.12
Collector Fees	96,889.81
Abatements not refunded	10.05

204,336.98

Water & Sewer

Rates	1,490,901.01	
1986 — Liens	87,883.60	
1985 — Liens	13,155.40	
Service	352.17	
		1,592,292.18

Licenses & Permits

Building	114,264.30
Misc. Building	24,278.75
Wire	39,603.56
Gas/Plumbing	15,609.00
Sewer Service Entry	3,510.00
Selectmen	3,583.00
Liquor License	43,188.00
Bd. of Health	14,305.75
Fire	10,175.30

268,517.66

Reimbursements from the County

Dog Care Refund	1,038.96	
Dog Misc.	2,700.00	
		3,738.96

From the State

Veterans	39,957.89	
Loss of Taxes	187,552.00	
Elderly Exemption	26,381.44	
Police Incentive	59,250.00	
		313,141.33

From the Commonwealth

Library Additional Aid	7,141.00
School Lunch	123,280.66
Sch. Aid Chapter 70	4,533,122.00
Sch. Bldg. Assistance	462,244.48
Chap. #90 Rd.	
Reconstruction	187,331.21
Chapter #71	288,996.00
Andover & No. St.	
Reimb. DEQE	16,236.64
D.P.W.	420.12
Comm. of Mass-Reimb.	
H. Gloria	43,949.00

State Aid Public Library	12,317.50		Int. Water Main	9,639.76	
Local Aid Add. Assistance	1,115,485.00		Int. Rd. Reconst. Chap.		
Lottery/Beano	674,308.00		#637	12,257.96	
Highway Fund	108,969.00		Art. #7 New Rd.		
Aid to M.D.C. Comm.	63,220.00		Reconstruction-Bond	52,843.00	
C.S. Residential Sped	17,339.00		Int.	6.24	
Reimb. Water			Sewer Premium Interest	75,497.99	
Flouridation	3,650.00		Mat. C.D. Water		
Alternative Energy Prog.	4,000.00		Treatment	200,000.00	
Highway Reconst. &			Int.	1,229.16	
Maint.	103,984.00				1,759,223.17
Council Fund Jr. High	1,330.00		Cold Water Meter-Bond	360,000.00	
Dewing	6,010.00		Water Meter Art. #12		
Heath Brook	5,550.00		Bond	142,800.00	
North Street	4,090.00		Highway Reimb. Loan	1,400,000.00	
Trahan School	3,730.00		Premium	946.00	
Leak Detection DEQ	12,890.35		New Bldg. Remodeling		
Elderly Grant	4,826.00		Anti. Loan	265,000.00	
		7,804,419.96	Anti. Serial New Water		
Grants & Gifts			Supply	2,042,400.00	
Pre. Sch. Lang. 240-157	21,747.00		EPA Well Cont. Anti		
Sped. Yth. Adv.	18,620.00		Loan Chap. #44	167,187.00	
Special Needs	5,250.00		Bonds Bldg. Repair	265,000.00	
Chapter I ECIA	14,413.00		Phase I Water Meter		
Title I Chapter I	72,527.00		Temp Loan	360,000.00	
Voc. Ed. Guidance	13,046.00		Water Main Bond		
Arts Lottery	11,993.00		Andover & No. St.	560,450.00	
Prog. for Gifted Children	1,047.00		Phase II Water Meter		
EESA Title II	2,373.00		Temp Loan	142,800.00	
Professional Dev. Chap.			Water Loan Premium	544.40	
#188	93,178.00		Accrued Interest	6,206.89	
Educational Dev. Chap.			Water Loan Accrued Int.	6,603.23	
#188	34,700.00		Anti. Loan Fire Truck	300,000.00	
Spec. Nds 200-273	15,189.00		Premiums	2,685.85	
P.L. 97-35	17,688.00		Art. #1 Const. & Des.		
941-42 Syt. Wd. Team	64,763.00		Water Sup-Bond	7,085,000.00	
Pre Sch Lang 240-277	53,389.00		Bond-Fire Truck	150,000.00	
		439,923.00			13,257,623.37
Departmental			Selectmen		
Treasurer			Hearing	900.00	
Tax Title Redemption	97,289.44		Misc.	2,302.16	
Red. Cert.	468.00				3,202.16
Red. Interest	19,060.65		Assessor		
Land Court Cost	5,027.68		Sale of Maps	2,100.00	
Tax Anti. Note	17,000,000.00				2,100.00
Premium	6,418.67		Bd. of Appeals		
Tax Poss.	2,003.53		Hearings	30,200.00	
Trust Funds	15,284.00				30,200.00
Selectmen Charge	300.00		Town Clerk		
Pro Forma Tax	305.97		Fees	26,023.60	
Excess Low Value					26,023.60
Land Sale	12,659.17		Planning Board		
T.T. Use Occupancy	21.00		Spec. Eng. Fees	13,351.89	
Loss of Taxes	2,120.00		Spec. Eng. Fees New	23,559.33	
		17,160,958.11	Hearings	3,587.62	
Treasurer-Collector			Int. So. Tewks. Const.	5.99	
Int. Treas./Coll. Cash/			Int. So. Tewks. Rehab.	29.58	
Savings	444,724.59		Fees & Misc.	2,815.00	
Mat. Repo. Treasurer	400,000.00				43,349.41
Mat. Repo. Int.	2,563.77		Building Department		
Andover & No. St.			Maps & Prints	16.00	
Temp. Loan	560,450.00		Misc.	1,770.00	
Mat. Repo. Int.	10.70				1,786.00

Sealer			Miscellaneous		
Fees	761.00	761.00	Veterans Benefit	5,556.75	
Dog Control			Sundry Department	75,579.21	
Fines	1,512.00	1,512.00	Tewks. Housing Authority	8,333.57	
Police Department			Charges for Insufficient		
Misc. Reports	10,176.00		Funds	175.00	
Court Fines	111,934.46		Arts Lottery Interest	433.80	
Pistol Permits	1,478.00		Land Court	589.99	
Special Detail	383,115.00		250th Cash & Int.	7,435.80	
Special Detail Cost	6,585.45		Jury Duty	4,230.00	
Misc.	497.88		Insurance Recovery	9,012.00	
Police Rental	1,375.00	515,161.79			111,346.12
Ambulance	27,310.62		Deductions		
Fire Special Detail	452.75		Retirement	741,716.22	
Misc. & Advertising	583.00		Federal	2,267,205.52	
Water Inst. Material	27,915.88		State	694,381.78	
Maps & Prints	364.00		Employees Insurance	408,679.22	
Charges Water Main	37,902.67		Savings Bond	12,736.99	
Title I Comm. Dev. EDA	414.97		Credit Union	1,615,432.94	
Int. Comm. Dev.	252.65		United Fund	1,681.50	
Sewer Conn. & Appli.	140,040.00		Tax Sheltered Ann	216,263.33	
"Y" Connection	7,200.00		Blue Cross Trust	2,112.98	
Pvt. Contr./Eng. Review	11,579.27		Dog Licenses	2,374.00	
Bid Bond Guard Rail	375.00		Sporting Licenses	10,198.00	
Sale of Scrap Metal	156.85				5,972,782.48
DPW - Misc.	240.00				
R.K. Ahern-Security			Expenditures — 1985-1986		
Deposit	500.00		Selectmen		
Security Deposit-BSA	500.00		Salaries		111,508.24
Insp. And. St. Water Main	3,000.00		Supplies & Service	3,670.04	
12" Water Main/Highwd Assoc.	2,500.00		Personnel Expense	316.00	
Bid Deposit Joseph Polito	25.00		Meetings/Dues	2,647.76	
Wang-Sewer Conn. Fee/			Reports & Warrants	16,538.80	
Meter Serv.	60,000.00	321,312.66	Audit Consultant	13,800.00	36,972.60
School			Outlay		
Misc.	10,132.28		Typewriter		1,000.00
Lunch Account	313,747.33		Negotiator/Consultant		13,905.00
Bands & Athletic	32,765.88		Retirement - R. Aubert		6,838.00
Sale & Rental Supplies	87.67		Town Counsel		33,250.00
Text Book	1,832.65		Street Lights		109,249.90
Salaries Account	2,096.00		Unemployment Compensation		20,368.12
Center School Rental	37,482.16		Repairs to Building-Temporary Loans		400,000.00
Foster School Rental	10,802.16		Art. #2 Remodeling & Reconst. Town Bldgs.		152,764.10
Ella Fleming Rental	7,412.22		Auditor		
Adult Ed. Revolving	630.00	416,988.35	Salaries		55,204.10
Conservation			Office	1,040.69	
Hearing	950.00	950.00	Utilities	120.00	1,160.69
Income			Treasurer-Collector		
Pay Phone	717.51		Salaries		161,377.73
Nutr. Ctr. Rental	1,510.00		Office	29,823.17	
Bugbee Library Gift	5,000.00		Utilities	649.00	
Franchise Cable T.V.	2,482.50		Maintenance	188.00	
T.T. Advertising	180.32		Supplies & Service	445.25	
Water Dept. N.E. Concrete			Personnel Expense	231.56	
Rental	15,252.80		Tax Bills	2,665.48	
M & M Snack Bar Rental	370.00		Collector CAAP		
Insurance	134.17	25,647.30	System	15,374.02	49,376.48
			Outlay — Equipment		971.00

Assessors			Town Hall		
Salaries		84,429.61	Salaries		28,755.93
Office	1,221.79		Utilities	16,788.34	
Utilities	375.00		Supplies & Service	9,133.66	
Maintenance	88.00				25,922.00
Supplies & Service	24,875.30		Outlay - Water Heater		244.00
Personnel Expense	1,906.00		Police Department		
Consultant	1,465.00		Salaries		
		29,931.09	Regular	804,913.39	
Outlay - Computer Printer		528.00	Steno	14,658.82	
			Nighttime	5,162.00	
Town Clerk			Part Time	8,539.10	
Salaries		57,878.99	Janitor	2,277.28	
Office	1,621.59		Longevity	64,729.41	
Utilities	582.51		Overtime	95,509.77	
Maintenance	76.70		Vacation	90,104.02	
Printing	6,034.28		Incentive	125,211.26	
		8,315.08	Sick-Occupation	3,373.68	
Town Clerk Art. #32			Sick-Non-Occupation	40,995.75	
Computer System		16,998.72	Crossing Guards	15,704.00	
Election Officials			Holiday	28,390.51	
Salaries		7,441.75	Fingerprint/Photo.	1,575.00	
Registrars					1,301,143.99
Salaries		1,850.00	Police Special Detail		383,115.00
Office	2,659.42		Police Escrow 1983-84-Flynn		17,236.87
		2,659.42	Retirement-M. Manley		12,355.22
Parking Clerk Phase II		1,625.12	Police Escrow 1984-85-Flynn		30,962.00
Moderator			Police Department		
Salaries		500.00	Office	8,890.61	
Operating	76.00		Utilities	15,362.39	
		76.00	Maintenance	11,127.50	
Census Account Art. #18		4908.90	Supplies & Service	6,965.46	
State Reimbursement 1985 Census		1,566.34	Personnel Expense	11,303.75	
Board of Appeals					53,649.71
Salaries		6,535.48	Outlay		
Supplies & Service	6,440.03		Cruisers	40,424.00	
Petty Cash	250.00		Installed Radio	200.00	
		6,690.03	Portables	2,558.00	
Planning Board			Mobil	2,395.00	
Salaries		42,907.58	Car	1,400.00	
Office	598.50		Cruisers (Transfer)	11,485.00	
Utilities	979.99		Merlin System	5,443.98	
Supplies & Service	1,439.11		Portables	4,426.00	
Professional Services	311.75				68,331.98
Adversiting/Printing	703.72		Police Cruiser Repair		2,905.20
Travel	1,062.60		Monitoring System		9,954.05
		5,095.67	Fire Department		
Outlay			Salaries		
Memory Typewriter		3,690.00	Regular	869,081.41	
Special Engineering		11,344.05	Steno	17,456.86	
Special Engineering New		24,425.62	Longevity	84,717.90	
Art. #39 Northern Area			Overtime	221,529.52	
Middlesex Comm.		6,564.07	Vacation	78,642.39	
HUD - Administration		2,490.08	Incentive	45,772.34	
HUD - Construction		347.74	Sick-Occupation	103,014.71	
Finance Committee			Sick-Non-Occupation	30,392.29	
Salaries		249.42	Terminal Leave	31,145.02	
Supplies & Service	96.12		Holiday	30,809.77	
		96.12			1,512,562.21
Personnel Board			Fire Special Detail		452.75
Salaries		2,245.16	Office	888.13	
Public Hearing Ads	22.90		Utilities	22,317.22	
		22.90			

Maintenance	6,556.91		Mental Health Association	8,500.00
Supplies & Service	9,205.12			
Personnel Expense	13,479.99	52,447.37	Department of Public Works	
			Salaries	
Outlay			Highway	289,755.94
Hose	930.00		Tree/Park	103,319.03
Ambulance	44,995.00		Water	186,358.00
Typewriter	895.00		Administration	84,314.53
Calculator	175.00		Sr. Engineer	29,850.30
		46,995.00		693,597.80
Apparatus Pump		149,996.00	Office	14,744.24
			Utilities	142,057.55
Dog Officer			Maintenance	9,373.29
Salaries		19,744.53	Supplies & Service	96,568.20
Office	262.93		Medical	1,580.75
Utilities	2,877.06		Annual Well Insp.	650.00
Maint.	592.09		Well Testing Quality	1,950.00
Supplies & Service	1,651.20	5,383.28	Youth Center	7,645.56
				274,569.59
Civil Defense			Sewer Coordinator - Salaries	22,706.25
Salaries		565.00		
Maintenance	986.89		Department of Public Works	
Supplies & Service	134.66	1,121.55	Outlay	
			Rotary Mower	5,288.00
Outlay			Typewriter	709.00
Quartz Fixtures	178.74		Hydraulic Press	2,500.00
Quartz Lamps	126.64		Lawnmower	288.00
Fans	216.54		Chain Saw	497.00
Battery	311.00		Plow Frames	2,583.10
Maint.	46.00		Radio	739.00
Gas Can	6.99	885.91	Computer	3,849.90
			Gas Pumps	3,675.00
Auxiliary Police			Vacuum Cleaner	159.00
Dues & Insurance	112.00		5 Ton Dump Truck	38,556.88
Misc.	1,626.95	1,738.95	Sander	6,150.00
				64,994.88
Weights & Measures			Chap. #286 Groundwater Cont./	
Salaries		1,205.00	Inv. Wells 8-12	54,890.21
Operating		522.00	Ant. of State Reimb. Well Cont. Inv. Loan	111,458.00
Building Department			Tree Work/Outside Contract	1,200.00
Salaries		56,968.45	Water/Sewer Maint. Tools	1,821.49
Art. #5 STM		324.00	Nursery Stock	342.23
Office	2,696.95		Security Dep. DPW Facility	
Utilities	785.23		Park Gift B.S.A.	500.00
Personnel Expense	1,441.40	4,923.58	Outside Water/Sewer Billing 85-86	26,628.70
			Irish American Social Club Dep.-Reimb.	500.00
Board of Health			Machinery Account	
Salaries		55,995.12	Parts	21,455.02
Plumb. Insp.-Sal			Oil	2,722.46
1984-1985		3,288.00	Supplies/Materials	9,718.86
1985-1986		2,688.00	Batteries	1,422.16
Office	2,413.97		Tires & Tubes	7,210.27
Utilities	1,669.62		Stickers	278.00
Supplies & Service	3,593.40		Outside Repair/Labor	2,040.75
Personnel - Expense	1,379.89	9,056.88	Grease	150.00
				44,997.52
Outlay			Highwood Assoc./Met Life 12" Water Main	1,640.31
Telephone Ans. Serv.	159.97			
File Cabinet	150.00	309.97	Hurricane Gloria - Emergency Deficit	
			Rental	2,750.00
Bd. of Health - Fox Bite	902.00		Machinery	3,776.78
Rubbish Disposal			DPW - Salaries	8,972.16
Rubbish	569,855.76		Electrical Repairs	144.00
Tippings	1,116.24			15,642.94
Reserve	1,012.65	571,984.65		

Snow/Ice Control		And. St. Pumping Sta.	616.37	
Weather Services	1,045.00	East St. Pumping Sta.	4,238.72	9,031.22
Advertising	152.00			
Payroll - Overtime	65,894.44	Outside Electrical		4,500.00
Salt/Sand	71,915.68	Reconditioning Wells Art. #2		
Extra Help	2,832.83	STM-5/9/84	479.55	
Hired Equipment	41,948.75	Bid Bond Account	375.00	
Snow Plow Damages	1,150.00	Test Wells & Monitor Wells	7,650.00	
Supplies & Materials	1,626.14	Andover St./No. St. Main	5,651.07	
	186,564.84	Andover St./No. St. Main		
Gas Diesel Fuel Account		Temp Loans	1,120,900.00	
Gas	59,000.22	DPW-Highway Reimb. Rd. Resurfacing		
Taxes	1,069.87	Temp. Loans	1,400,000.00	
Diesel Fuel	7,337.68	Water Meter Loan	720,000.00	
	67,407.77	Water Meter Program — Temp. Loan	285,600.00	
Guarantee Deposit		Water Meter Program		
Supplies & Materials	20,975.22	Payroll	1,548.00	
Refunds	300.00	Installation of Meters	8,750.55	
	21,275.22	Outside Repair	96.40	
Outside Water Billing 1984/85	6,000.00	Rentals	150.00	
Drainage Control Account		Supplies & Service	3,475.03	
Gravel	5,555.50	Cost of Bonds	4,284.18	18,304.16
Manhole Caps	750.00			
Riser/Plates	660.00	Leak Detection Equipment Art. #17	2,050.00	
Brick/Block	2,056.35	Leak Detection Survey Art. #19	1,362.50	
Hot top	2,288.00	Private Contractors Conn. &		
Equipment Rental	3,840.00	Construction	7,038.25	
RCP Pipe	4,718.80	Imp./Equip. Playing Field Liv. St.		
Loam	100.00	Art #19	24,926.14	
	19,968.65	EDA Grant Comm. Dev. - Title I	11,898.44	
Road Resurfacing	35,773.00	Medical Bills K. Ryan Art#22 ATM	9,266.18	
Rd. Reconstr. Art. #7		Des./Constr. of Water Supply Facilities		
STM 11/14/84	7,035.72	1-21 - '84 Art. #1	648,392.67	
Old Stage Coach Rd. - Main	7,654.04	Design/Const. of Water Supply Facilities		
Rd. Resurfacing Project Art. 11		1/21/85 Art. #1 - Spec. Acct.	287,215.10	
STM-12-12-83	635,743.62	Veterans Services		
Safety Sign Account		Salaries	35,951.60	
Sign Material	3,239.40	Adm.		
Outside Labor	1,270.00	Office	554.33	
Parts & Caps	1,561.59	Utilities	795.39	
Outside Installation	1,875.00	Dues	55.00	
	7,945.99	Travel	238.80	
Overhead Traffic Signals Art. #18	3,960.42	Seminars	112.00	1,755.52
Purchase Water		Veterans Services - Aid		
Andover Water	162,361.62	Relief List	20,641.80	
Essex Corp.	852.81	Insurance	7,186.66	
Lowell Water	148,407.18	Utilities	5.75	
Billerica Water	52,251.74	Doctors/Hospital	4,473.05	
Lowell Water Clark Rd.	1,046.65	Pharmacy	10,224.47	
Wilmington Water	15,080.00	Dentist	401.00	
	380,000.00	Maintenance	700.00	43,632.73
DPW - Outlay Fin Comm.		1984-85 School Salary Account		296,464.96
Transfer-Well 4 & 5 Pumps	7,496.46	1985-86 School Salary Account		
Sewer & Well Project		Instruction & Admin.	7,504,341.68	
Wells 2 & 4	1,344.65	Clerical	278,000.10	
12-14	1,233.30	Custodial/Maintenance	629,067.51	
Electrical #15	968.00	Attendance	4,153.39	
Electrical	215.00			
Florence Ave.	415.18			

Other Salary Items	51,262.05		Professional Dev. Chapter #188	93,176.22
Health Services	98,108.00		Chap. #188 Educational Improvements	33,483.00
		8,564,932.73	Vocational Education Act. (98-524)	
School Operating 1980-81		19,351.29	FY 1986	12,979.25
1985-86 School Operating Account			Chapter I 1985-86	82,977.29
Administration	64,303.01		Chapter I	1,445.09
Instruction	384,922.92		Sped Yth Adv. #240-158-5-0295-2	15,543.01
Transportation-Regular	531,724.14		Pre Sch Lang #240-157-5-0295-2	16,612.70
Transportation-Special			Pre Sch Lang #240-277-6-0295-2	90,721.29
Intown	75,394.17		Occupational Grant #400-061-5	3,286.28
Transportation-Private	187,012.84		Spec. Nds. Teach. #200-106-5-0295-2	2,020.92
Transportation-Student			Spec. Neds. Teach. #200-273-6-0295-2	21,804.90
Body Act.	28,028.81		Computer Application #380-215-5-0295-2	1,254.96
Student Body Activities	29,878.36		Syt. Wd. Team. - #240-276-6-0295-2	45,781.45
Health	2,380.57		Comm. Inservice Inst. #380-052-6-0295-2	688.85
Heating	316,860.09		Regional Vocational H.S.	1,017,304.00
Utilities	224,928.43		P.L. 98-377 EESA Title II	2,373.00
Custodial Supplies	28,744.49		ECIA Chap. #2 Ed. Cons. & Imp.	14,404.86
Maintenance Repairs	58,231.19		ECIA of 1981 Chap. #2 Ed. Cons.	
Contracted Services	231,442.71		Imp. Act '86	82.94
Repl. of Instr. & Non-			Secondary School Bldg. Comm.	188.46
Inst. Equip.	51,119.68		Library	
Programs with other			Salaries	112,386.38
Districts	486,718.44		Office	2,241.44
Grounds	9,080.00		Utilities	12,881.67
		2,710,769.85	Maintenance	1,999.13
School Operating 1984-85		18,053.94	Supplies & Service	32,201.40
School Capital Outlay		39,596.56	Personnel Expense	74.88
School Lunch Account				49,398.52
Utilities	793.83		Library-Automation Project	14,732.51
Salaries	252,210.92		Library - Fairgrieve Fund	15,284.00
Postage/Office	206.65		Town Historian Art. #35	500.00
Food/Milk	210,423.31		Recreation	
Supplies	23,197.96		Salaries	5,001.98
Exterm.	611.00		Boys Basketball	1,275.19
Maint. & Equip. Rental	4,558.81		Girls Basketball	958.80
Meetings & Travel	2,864.22		Bowling	1,250.00
		494,866.70	Custodian	655.44
Center School Rental		29,488.20	Equipment Cleaning	1,908.00
1985-86 Adult Education Program		420.00	Figure Skating	1,785.00
Center Sch. Rental-Miceli Dance Studio		5,530.09	Office Supplies	608.36
1985-86 Doug. A. Thom Clinic Rental			P.W. Cheerleading	796.37
Center		6,584.37	P.W. Football	4,465.38
Foster School Rental		9,731.28	Soccer	2,208.40
Ella Fleming Rental		7,708.99	Girls Softball	2,850.20
Athletic Revolving and Band Expenditures			Tennis	222.40
Graduation	3,777.68		Transportation	4,738.89
Awards/Plaques/			Youth Baseball	12,805.50
Trophies	7,613.46		Youth Hockey	14,250.00
Student Insurance	3,200.00		Exceptional Children	
Tickets/Printing	1,365.72		Salaries	7,540.15
Contracted Services	1,354.05		Insurance	170.00
Lodging	1,054.74		Supplies	748.33
Equipment	3,472.18		Pool Rental	335.00
Supplies	8,936.58		Transportation	6,030.00
Dues	20.00		Winter Program	126.95
Transportation	324.00			7,410.28
Police Supervision	254.50		Conservation	
Cleaning	816.00		Salaries	5,089.04
Conferences	356.69		Office	874.07
Class Play	710.00		Patriotic Activities	9,500.00
		33,255.61	Arts Lottery	8,110.43
			Arts Lottery-Adm. Cost	90.45
			250th Anniversary	535.00

REVENUE SHARING EXPENDITURES — 1985-1986

Police		
Salaries		
Regular	89,193.85	
Steno	1,297.24	
Nighttime	773.00	
Part Time	1,401.58	
Janitor	253.04	
Longevity	7,424.12	
Overtime	28,343.50	
Vacation	10,577.57	
Incentive	14,102.96	
Sick Non Occupation	4,030.17	
Holiday	20,045.40	
Fingerprint/Photography	1,500.00	
		178,942.43
Fire Department		
Regular	99,893.17	
Steno	2,120.92	
Longevity	10,172.74	
Overtime	10,050.85	
Vacation	8,060.04	
Incentive	5,920.26	
Sick Occup.	14,002.98	
Sick Non-Occup.	6,875.19	
Holiday	34,292.54	
Terminal Leave	828.60	
		192,217.29
Ed. of Health - Rubbish Disposal		31,899.00
Department of Public Works		
Salaries		
Highway	85,139.83	
Tree/Park	29,165.26	
Water	45,935.23	
Administration	24,244.20	
Sr. Engineer	7,762.12	
		192,246.64
Employee Life Ins. (Town Share)		529.20
Revenue Sharing Invested		5,581,634.23
Total		<u>6,177,468.79</u>
Cash Balance June 30, 1986		626,897.61
Journal Entries		<u>94,129.66</u>
		6,898,496.06

SEWER PROGRAM RECEIPTS — 1985-1986

Temporary Loans Anti	
Federal & State Grant	4,000,000.00
Andover St. Temporary Loan	
Anti State Reimb.	244,000.00
Andover St. Temporary Loan	
Anti of Bonding	390,000.00
Andover St. Bonding	390,000.00
Phase II Comm. of Mass. Reimb.	711,282.00
Phase II Temporary Loan	
Anti Bonding	850,000.00
Phase II Bonding	2,000,000.00

Phase III Temporary Loan	
Anti Bonding	630,000.00
Phase III Bonding	3,400,000.00
Total	<u>12,615,282.00</u>
Cash Balance July 1, 1985	734,950.65
Accounts Payable	<u>71.91</u>
	13,350,304.56

SEWER PROGRAM EXPENDITURES — 1985-1986

Sewer Phase III Invested	2,250,000.00
Sewer Project Acct.	4,125,053.50
Andover St. State Reimb. Acct.	275.50
Andover St.-Tambone Corp. Gift. Acct.	29.84
Andover St. Temp. Loan Anti of State	
Reimbursement	11,366.32
Andover St.-Temporary Loan	244,000.00
Andover St.-Temporary Loan	
Bond Anticipation	780,000.00
Phase III Sewer	1,934,762.46
Phase II Temporary Loans	
Bond Anticipation	1,200,000.00
Phase III Sewer Acct.	373,959.69
Phase III Temporary Loans	
Bond Anticipation	945,000.00
Total	<u>11,864,447.31</u>
Cash Balance June 30, 1986	<u>1,485,857.25</u>
	13,350,304.56

**BALANCE SHEET — JUNE 30, 1986
REVENUE**

Cash:	6,765,961.43
Cash Invested:	5,700,000.00
Petty Cash Advances:	
Collector	75.00
Planning Board	50.00
Appeals Board	150.00
School Dept.	50.00
	325.00
Accounts Receivable:	
Taxes:	
Levy of 1970	
Personal	72.00
Levy of 1971	
Personal	182.00
Levy of 1972	
Personal	463.01
Levy of 1973	
Personal	2,369.92
Levy of 1974-6 Months	
Personal	937.28
Levy of 1974-1975	
Personal	1,874.56
Levy of 1975-1976	
Personal	735.80
Levy of 1976-1977	
Personal	1,957.13

Levy of 1977-1978			Veterans Service - Salaries	.20	
Personal	1,708.29		Exceptional Children - Salary	.15	
Levy of 1978-1979			Snow & Ice Control	85,557.84	
Personal	1,701.54		Temporary Loans - Interest	329,832.20	415,671.83
Real	3.97				
Levy of 1979-1980			Sundry Court Judgements:		2,798.06
Personal	1,770.50		Overlay - 1970		360.00
Levy of 1980-1981			School - Public Law Grants:		
Personal	2,306.72		System Wide Team Chairperson	3,766.45	
Real	48.18		Pre School Elementary		
Levy of 1981-1982			Language	14,584.29	
Personal	3,029.15		Special Needs Teaching		
Levy of 1982-1983			Improvements	6,615.90	
Personal	7,781.20		Chapter 1	10,450.29	35,416.93
Levy of 1983-1984					
Personal	8,356.75		Center School - Miceli Rental:		530.09
Real	2,651.82		Loans Authorized:		3,000.00
Levy of 1984-1985					15,187,030.95
Personal	6,571.68				
Real	537.00				
Levy of 1985-1986					
Personal	14,073.17				
Real	410,237.07				
		469,368.74			
Motor Vehicle Excise					
1979	86.04		Cash:		
1981	14.00		Accounts Payable		752,003.39
1982	177.48		Payroll Deductions:		
1984	19,745.59		Retirement	6.21	
1985	27,832.31		Federal Tax	10,954.22	
1986	128,348.95		State Tax	3,536.84	
		176,204.37	Employees Insurance	49,114.85	
Tax Title & Possessions:			Blue Cross Trust Fund	39,758.92	
Tax Title	655,024.20		Credit Union	6,432.72	
Tax Possessions	70,971.24		Savings Bond	647.52	
		725,995.44	United Fund	1,503.75	
Accounts Receivable:			Tax Sheltered Annuities	50,403.06	162,358.09
Veterans Benefits	34,266.61				
Ambulance Service	56,935.23		Real - 1981-'82		2,156.61
Highway - State	186,369.91		Real - 1982-'83		3,908.93
Highway - County	22,200.88		Tax Collector - Refunds not Refunded:		218.68
Sabbatical Leave	6,200.00		Excess Low Value Land Sales:		33,545.91
		305,972.63	Sale of Town Owned Land:		26,105.00
Water Liens:			Water & Sewer Rates - A/R		135,132.18
1981-1982	1,733.55		Dog Licenses - Clerk		1,424.70
1982-1983	42.00		Overlay Reserved for Abatements:		
1983-1984	85.00		1971	182.00	
1984-1985	450.50		1972	463.01	
1985-1986	5,464.71		1973 & 6 Mos.	3,354.56	
Misc. Service	6,019.03		1974-'75	1,874.56	
		13,794.79	1975-'76	795.00	
Sporting Licenses - Clerk		837.25	1976-'77	2,201.49	
Underestimated Assessments:			1977-'78	1,858.29	
Special Education - 766	5,958.00		1978-'79	1,867.51	
Regional Transit-Lowell	87.00		1979-'80	1,919.00	
Parking Surcharge	230.00		1980-'81	24,093.13	
		6,275.00	1981-'82	133,460.04	
Revenue 1986-1987 - S.T.M.		443,182.00	1982-'83	37,422.53	
Water Revenue (Collections			1983-'84	255,864.57	
w/o Commitments		121,337.39	1984-'85	207,285.04	
Underestimated Appropriation:			1985-'86	88,631.62	761,272.35
Selectmen - Salaries	192.40				
Conservation - Salaries	89.04				

Overlay Surplus:	33,581.30
Revenue Reserved Until Collected:	
Motor Vehicle Excise	176,204.37
Veterans Benefits	34,266.61
Tax Title & Possessions	725,995.44
Ambulance Service	56,935.23
Matrimonial Leave	6,200.00
Highway	208,570.79
Excess & Deficiency:	1,208,172.44
Netty Cash Advances:	1,940,110.30
Amounts Carried Forward:	325.00
Unemployment Compensation	5,476.88
Reconst. Town Owned Bldg.	180,677.15
Electmen Salaries 1987	5,903.00
Town Manager - Salaries 1987	30,000.00
Town Manager - Oper. 1987	2,000.00
Auditor - Salaries 1987	2,856.00
Treas./Collector - Sal. 1986	4,535.30
Treas./Collector - Sal. 1987	12,782.00
Assessors - Salaries 1987	4,250.00
Town Clerk - Parking Phase II	2,374.88
State Census Reimb. Acct.	7,909.66
Town Clerk - Salaries 1987	4,192.00
Planning Bd. Spec. Eng.	4,973.10
Planning Bd. New Eng.	4,973.18
Planning Bd. River Park	1,650.00
Planning Bd. - Salaries 1987	2,909.00
Board of Appeals - Salaries 1987	422.00
Personnel Bd. - Salaries 1987	184.00
Town Hall - Salaries 1987	2,091.00
Police - Salaries 1987	135,159.00
Police - Salaries 1987	173.00
Police - Salaries 1987	669.00
Fire - Salaries 1987	113,021.00
Fire - Salaries 1987	7,068.00
Dog Control - Salaries 1987	1,420.00
Civil Defense - Salaries 1987	44.00
Dealer of Weights - Sal. 1987	86.00
Bldg. Insp. - Escrow Acct.	165.00
Bldg. Insp. - Salaries 1987	3,065.00
Bldg. Insp. - Salaries 1987	1,196.00
Board of Health - Sal. 1987	2,899.00
Board of Health - Sal. 1987	1,181.00
Chapter 732, Art. #59	
A/T/M '83	76,462.21
Chapter 637 - Rd. Reconst.	182,333.51
Chapter 811 - Rd. Reconst.	106,277.00
Comm. of Mass. Reimb.	
Temp. Loan	81,054.21
Rd. Reconst. & Repair	45,807.28
Comm. of Mass. - Leak	
Detection	12,890.35
HUD - Grant Community Dev.	3,453.63
Water Guarantee Deposit	9,070.41
Guarantee Deposit - Inc. Jobs	2,768.00
Well Contamination Inv.	838.79
Andover & No. Sts. Main	161,688.00
Water Supply Connection	20,270.03
Reconditioning Well &	
Pump Sys.	10,812.34
Well Testing	15,000.00
Water Line - Andover St.	15,000.00

Insp. Service Highwood Assoc.	3,859.69
Water Meter Program	11,228.86
Design & Const. Water Supply	
Facilities	62,784.90
Design & Const. Water	
Supply Facilities	6,086,607.33
Old Stage Coach Rd. - Main	1,135.46
Overhead Signal Lights	6,039.58
North Street Soccer Field	20,000.00
Imp. Livingston St. Park	73.86
Sewer Const. & Eng. Review	9,574.74
Sewer-Private Connections "Y"	7,200.00
Irish Am. Society - Gift	500.00
Security Deposit - Ahern	500.00
Hurricane Gloria	28,306.06
Dept. of Public Works	
Salaries '87	1,220.00
Dept. of Public Works	
Salaries '87	64,486.00
Veterans Services Salaries '87	1,288.00
Veterans Services Salaries '87	1,325.00
School Salaries 1986	174,745.58
School Lunch	115,238.70
Computer Application	15.84
P.L. 482 Occup. Ed.	573.23
E.C.I.A. Chapter 2 Educ.	8.14
Professional Development	
Chap. 188	1.78
Educational Improvement	1,217.00
P.L. 98-524 Voc. Ed. Guidance	66.75
Program for Gifted Children	358.15
Public Law 97-35	17,688.00
Athletic & Band	28,917.55
Textbook Acct.	5,294.06
Adult Ed. Chap. 71 Sec. 71E	2,036.08
Sec. Sch. Bldg. Comm.	5,127.15
Imp. High School Field	12,213.30
Center School Rental	462.82
School Rental - Thom Clinic	65.63
Foster School Rental	8,301.41
Ella Fleming Sch. Rental	7,270.96
School Council Funds:	
Jr. High	1,330.00
Dewing School	6,010.00
Heath Brook School	5,550.00
North St. School	4,090.00
Trahan School	3,730.00
Aid to Public Library	12,317.50
County Dog Refund	1,038.96
Library - Salaries '87	1,910.00
Library - Salaries '87	5,860.00
Exceptional Children	
Salaries '87	571.00
Council on Aging - Grant	3,875.83
Council on Aging - Salaries	1,026.00
Community Action - Sal. '87	1,650.00
Conservation - Salaries '87	410.00
Prepare & Print Open Space	
Plan	1,866.00
Arts Lottery Grants	10,211.78
Arts Lottery Adm.	796.54
Tailings	8,276.40
Tax Anticipation Loans	2,000,000.00
Tax Taking & Foreclosurer	17,113.04

Police Station Repairs	56.91
Bus Service Subsidy '87	28,000.00
Medical Bills - K. Ryan	6,659.50
	10,098,111.98
Loans Authorized - Unissued	3,000.00
Bond Anti Note - Temp Loan	3,000.00
County Tax Assessment:	22,604.09
	15,187,030.95

BALANCE SHEET
SEWER PROJECT — JUNE 30, 1986
REVENUE

Cash:	1,485,857.24
Cash Invested:	2,250,000.00
	3,735,857.25

BALANCE SHEET
REVENUE SHARING — JUNE 30, 1986
REVENUE

Cash:	626,897.61
	626,897.61

BALANCE SHEET
REVENUE SHARING — JUNE 30, 1986
LIABILITIES & RESERVE

Cash - Accounts Payable:	117,433.55
Grant Account:	509,464.06
	626,897.61

BALANCE SHEET
SEWER PROJECT — JUNE 30, 1986
LIABILITIES & RESERVE

Unexpended Balances Carried Forward:	
Sewer Project	213,715.73
Sewer Const. & Design	
Phase 2	496,029.30
Sewer Const. & Design	
Phase 3	3,026,040.31
	3,735,785.34
Cash - Accounts Payable:	71.91
	3,735,857.25

Appropriation Recapitulation

Accounts	Available	Transfers & Expended	Balance	Deficit
Selectmen — Salaries	117,415.84	117,608.24		192.40
Selectmen — Terminal Leave	6,838.00	6838.00	—	
Codman Co. Gift - Repairs	2,000.00	2,000.00	—	
Selectmen — Oper.	38,544.00	38,543.60	.40	
Selectmen — Outlay	1,000.00	1,000.00	—	
Town Counsel	35,000.00	35,000.00	—	
Negotiator/Consultant	14,155.00	14,155.00	—	
Street Lighting	115,000.00	114,999.90	.10	
Unemployment Compensation	35,000.00	29,523.12	5,476.88	
Reconst. Town Owned Bldg.	333,441.25	152,764.10	180,677.15	
Loans Authorized - Buildings	65,000.00	65,000.00	—	
Loans Authorized - Unissued	65,000.00	65,000.00	—	
Bond Anti Loan	65,000.00	65,000.00	—	
Loans Authorized - Buildings	200,000.00	200,000.00	—	
Bond Anti. Loans	400,000.00	400,000.00	—	
Water Purification Grant	2,355.00	2,355.00	—	
Selectmen - Salary - Art. 7	5,903.00	—	5,903.00	
Town Manager - Art. 10	30,000.00	—	30,000.00	
Town Manager - Art. 11	2,000.00	—	2,000.00	
Auditor - Salaries	58,626.00	57,914.10	711.90	
Auditor - Oper.	1,220.00	1,216.69	3.31	
Auditor - Outlay	150.00	150.00	—	
Auditor - Salaries '87	2,856.00	—	2,856.00	
Treasurer/Collector - Salary	172,358.00	165,980.21	6,377.79	
Treasurer/Collector - Oper.	49,376.48	49,376.48	—	
Treasurer/Collector - Outlay	1,000.00	971.00	29.00	
Treasurer/Collector - Sal. '87	12,782.00	—	12,782.00	
Assessors - Salaries	84,480.00	84,429.61	50.39	
Assessors - Oper.	35,875.00	35,874.09	.91	
Assessors - Outlay 1985	66.62	66.62	—	

Accounts	Available	Transfers & Expended	Balance	Deficit
Assessors - Outlay 1986	528.00	528.00	—	
Assessors - Salaries 1987	4,250.00	—	4,250.00	
Town Clerk - Salaries	57,879.00	57,878.99	.01	
Town Clerk - Oper.	12,550.00	11,837.08	712.92	
Town Clerk - Parking	4,000.00	1,625.12	2,374.88	
Town Clerk - Census 1985	4,910.50	4,908.90	1.60	
State Census - Reimb.	18,476.00	1,566.34	16,909.66	
Town Clerk - Salaries 1987	4,192.00	—	4,192.00	
Computer System	17,000.00	16,998.72	1.28	
Election Officials - Salary	7,800.00	7,791.75	8.25	
Registrars - Salaries	1,850.00	1,850.00	—	
Registrars - Oper.	3,200.00	2,912.42	287.58	
Planning Bd. - Salaries	45,600.72	45,106.58	494.14	
Planning Bd. - Oper.	5,450.00	5,338.67	111.33	
Planning Bd. - Outlay	3,690.00	3,690.00	—	
Planning Bd. - Spec. Eng.	19,782.52	14,809.42	4,973.10	
Planning Bd. - New Eng.	25,933.43	20,960.25	4,973.18	
Planning Bd. - River Park	1,650.00	—	1,650.00	
HUD Housing Adm.	2,490.08	2,490.08	—	
HUD Housing Const.	347.74	347.74	—	
No. Middlesex Area Comm.	6,564.07	6,564.07	—	
Planning Bd. - Salary 1987	2,909.00	—	2,909.00	
Moderator - Salaries	500.00	500.00	—	
Moderator - Oper.	100.00	76.00	24.00	
Appeals - Salaries	6,960.00	6,755.48	204.52	
Appeals - Oper.	7,200.00	6,840.03	359.97	
Appeals - Salaries 1987	422.00	—	422.00	
Personnel Bd. - Salaries	2,367.00	2,363.16	3.84	
Personnal Bd. - Oper.	260.00	22.90	237.10	
Personnal Bd. - Salary 1987	184.00	—	184.00	
Finance Comm. - Salaries	1,200.00	309.42	890.58	
Finance Comm. - Oper.	750.00	134.12	615.88	
Town Hall - Salaries	30,194.00	30,193.93	.07	
Town Hall - Oper.	27,097.00	27,097.00	—	
Town Hall - Outlay	244.00	244.00	—	
Town Hall - Salary 1987	2,091.00	—	2,091.00	
Police - Salaries	1,329,735.95	1,327,850.99	1,884.96	
Police - Manley	12,596.00	12,355.22	240.78	
Police - Extra Duty	383,115.00	383,115.00	—	
Police - Oper.	56,815.00	56,490.71	324.29	
Police - Outlay	68,662.00	68,331.98	330.02	
Out of State - Travel	100.00	—	100.00	
Police - Monitoring System	10,000.00	9,954.05	45.95	
Cruiser Repair - Ins.	2,905.20	2,905.20	—	
Police - Salaries 1987	135,159.00	—	135,159.00	
Police - Salaries 1987	173.00	—	173.00	
Police - Salaries 1987	669.00	—	669.00	
Fire - Salaries	1,570,190.00	1,570,184.21	5.79	
Fire - Terminal Leave	9,000.00	—	9,000.00	
Fire Special Detail	452.75	452.75	—	
Fire - Oper.	54,980.00	54,972.37	7.63	
Fire - Outlay	47,000.00	46,995.00	5.00	
Fire Truck - Temp Loan	150,000.00	149,996.00	4.00	
Loans Authorized - Fire Truck	150,000.00	150,000.00	—	
Loans Authorized - Unissued	150,000.00	150,000.00	—	
Bond Anti Loan - Truck	300,000.00	300,000.00	—	
Fire - Salaries 1987	113,021.00	—	113,021.00	
Fire - Salaries 1987	7,068.00	—	7,068.00	
Dog Control - Salaries	26,116.92	26,109.53	7.39	
Dog Control - Oper.	5,500.00	5,383.28	116.72	
Dog Control - Salaries 1987	1,420.00	—	1,420.00	

Accounts	Available	Transfers & Expended	Balance	Deficit
Auxiliary Police	1,851.00	1,831.95	19.05	
Civil Defense - Salaries	595.00	595.00	—	
Civil Defense - Oper.	1,180.01	1,179.55	.46	
Civil Defense - Outlay	890.00	885.91	4.09	
Civil Defense - Salary 1987	44.00	—	44.00	
Weights & Measures - Salary	1,268.00	1,268.00	—	
Weights & Measures - Oper.	550.00	550.00	—	
Weights & Measures - 1987	86.00	—	86.00	
Bldg. Insp. - Salaries	62,315.00	60,408.45	1,906.55	
Bldg. Insp. - Oper.	5,265.00	5,171.58	93.42	
Bldg. Insp. - Escrow	165.00	—	165.00	
Bldg. Insp. - Salary Art. 5	324.00	324.00	—	
Bldg. Insp. - Salary 1987	3,065.00	—	3,065.00	
Bldg. Insp. - Salary 1987	1,196.00	—	1,196.00	
Health - Salaries	58,776.00	58,745.12	30.88	
Plumbing Insp. - Salary 1985	3,500.00	3,288.00	212.00	
Plumbing Insp. - Salary	3,000.00	2,688.00	312.00	
Health - Oper.	21,000.00	20,556.88	443.12	
Health - Outlay	350.00	309.97	40.03	
Health - Vaccine	902.00	902.00	—	
Rubbish Disposal	921,697.65	921,697.25	—	
Mental Health Assoc.	8,500.00	8,500.00	—	
Health - Salaries 1987	2,899.00	—	2,899.00	
Health - Salaries 1987	1,181.00	—	1,181.00	
Dept. of Public Works - Salaries	693,598.00	693,597.80	.20	
Sewer Coordinator - Salary	25,056.00	22,706.25	2,349.75	
Dept. of Public Works - Oper.	293,665.00	274,569.59	19,095.41	
Dept. of Public Works - Outlay	65,000.00	64,994.88	5.12	
DPW Emerg. Outlay - Pumps	10,000.00	7,496.40	2,503.60	
Chap. 732 - Whipple Rd.	76,462.21	—	76,462.21	
Chap. 637 - Grant	182,333.51	—	182,333.51	
Chap. 811 - Grant	106,277.00	—	106,277.00	
Road Resurfacing - Temp. Loan	635,743.62	635,743.62	—	
Temp. Loan - Road Resurfacing	1,400,000.00	1,400,000.00	—	
Comm. of Mass. Reimb. on Temp. Loan	81,054.21	—	81,054.21	
Rd. Reconst. & Repair	52,843.00	7,035.72	45,807.28	
Loans Authorized - Rd. Repairs	52,843.00	52,843.00	—	
Loans Authorized-Unissued - Rd. Repairs	52,843.00	52,843.00	—	
Water Leak & Main				
Rehabilitation - Art. 19	1,376.50	1,362.50	14.00	
Detection Reimbursement	12,890.35	—	12,890.35	
Leak Detection Equipment	2,050.00	2,050.00	—	
Community Development - Title I	11,914.50	11,898.44	16.06	
HUD - Grant	3,453.63	—	3,453.63	
Snow & Ice Control	101,007.00	186,564.84		85,557.84
Snow & Ice Control -1984-85	76,314.31*	76,314.31	—	
Machinery - Oper.	45,000.00	44,997.52	2.48	
Drainage Control	30,000.00	29,968.65	31.35	
Road Resurfacing Program	40,000.00	40,000.00	—	
Water Guarantee Deposit	30,345.63	21,275.22	9,070.41	
Water Guarantee Deposit				
Incomplete Jobs	2,768.00	—	2,768.00	
Water & Sewer Billing	29,000.00	26,628.70	2,371.30	
Water Billing - 1984-85	6,000.00	6,000.00	—	
Well Contamination Investigation				
Chap. 286 - Temp. Loan	55,729.00	54,890.21	838.79	
Temp. Loan in Anticipation of				
State Reimb. - Well Investigation	167,187.00	167,187.00	—	
Well Testing 1-15	7,000.00	—	7,000.00	

*Deficit

Accounts	Available	Transfers & Expended	Balance	Deficit
Well Testing 8-12	10,000.00	7,650.00	2,350.00	
Loans Authorized-Andover & North St. Main	560,450.00	560,450.00	—	
Temp. Loan - Andover & No. Sts.	1,120,900.00	1,120,900.00	—	
Comm. of Mass. - Andover & No. Sts. Reimbursements	167,339.07	5,651.07	161,688.00	
Water Supply Connection to Lowell and Andover	20,270.03	—	20,270.03	
Reconditioning Wells & Pump Station Systems	11,291.89	479.55	10,812.34	
Well Testing	15,000.00	—	15,000.00	
Sewer & Well Project	50,000.00	43,031.22	6968.78	
Waterline - Digital Gift	15,000.00	—	15,000.00	
Inspection Service - Highwood Assoc.	5,500.00	1,640.31	3,859.69	
Loans Authorized - Water Meter Prog. 12-12-83 Art. 12	360,000.00	360,000.00	—	
Bond Anti. - Temporary Loan	720,000.00	720,000.00	—	
Water Meter Prog. 11-14-84 Art. 12	29,533.02	18,304.16	11,228.86	
Loans Authorized - Water Meter Program 11-14-84 Art. 12	142,800.00	142,800.00	—	
Bond Anti. - Temporary Loan	285,600.00	285,600.00	—	
Water Supply Facilities Special Acct. 1-21-85	350,000.00	287,215.10	62,784.90	
Water Supply Facilities - Art. 1 - 1-21-85	6,735,000.00	648,392.67	6,086,607.33	
Loans Authorized - Water Supply Facilities	7,085,000.00	7,088,000.00	3,000.00	
Loans Authorized - Unissued Water Supply Facilities	6,738,000.00	6,735,000.00	3,000.00	
Bond Anticipation - Temp. Loan Water Supply Facilities	2,392,400.00	2,389,400.00	3,000.00	
Water Purchase	400,000.00	400,000.00	—	
Lowell Sewer Acct.	70,000.00	70,000.00	—	
Lowell Sewer - 1985	30,000.00	—	30,000.00	
Old Stage Coach Rd. Main	8,789.50	7,654.04	1,135.46	
Gas & Diesel Fuel	80,000.00	79,407.77	592.23	
Outside Electrical Work	4,500.00	4,500.00	—	
Safety Sign Acct.	8,000.00	7,945.99	54.01	
Forestry - Private Contractors	5,000.00	1,200.00	3,800.00	
Water & Sewer Tools	2,500.00	1,821.49	678.51	
Nursery Stock	500.00	342.23	157.77	
Overhead Signal Lights	10,000.00	3,960.42	6,039.58	
North St. Soccer Field	20,000.00	—	20,000.00	
Livingston St. Park	85,000.00	84,926.14	73.86	
Sewer - Const. & Eng. Review	16,612.99	7,038.25	9,574.74	
Private Connections "Y" Vacant Lots Contr. - 12-15	7,200.00	—	7,200.00	
Security Deposit - Irish Am. Club	500.00	500.00	—	
Irish Am. Club - Gift	500.00	—	500.00	
Security Deposit - Boy Scouts	500.00	500.00	—	
Security Deposit - Ahern Co.	500.00	—	500.00	
Comm. of Mass. Reimbursement Hurricane Gloria	43,949.00	15,642.94	28,306.06	
Hurricane - Emerg. Deficit	10,400.77	10,400.77	—	
Hurricane - Machinery Oper.	3,776.78	3,776.78	—	
Hurricane - DPW Salaries	1,465.39	1,465.39	—	
DPW - Salaries 1987	1,220.00	—	1,220.00	
DPW - Salaries 1987	64,486.00	—	64,486.00	
Veterans Service - Salaries	35,951.40	35,951.60		.20
Veterans Service - Adm.	2,540.00	1,755.52	784.48	
Veterans Service - Aid	51,082.00	47,982.73	3,099.27	
Veterans Service - Aid 1985	6,494.26	6,494.26*	—	
Veterans Service - Sal. 1987	1,288.00	—	1,288.00	
Veterans Service - Sal. 1987	1,325.00	—	1,325.00	

*Deficit

Accounts	Available	Transfers & Expended	Balance	Deficit
School - Salaries	9,437,890.00	9,263,144.42	174,745.58	
School - Salaries 1985	316,124.98	296,464.96	19,660.02	
School - Oper.	2,929,515.85	2,929,515.85	—	
School - Oper. 1985	18,098.54	18,053.94	44.60	
School - Oper. 1981	19,351.29	19,351.29	—	
School - Outlay	41,610.00	41,577.56	32.44	
School - Lunch	610,105.40	494,866.70	115,238.70	
P.L. 95-561-4B	131.28	—	131.28	
Computer Application 380-215	1,270.80	1,254.96	15.84	
Chapter 2 ECIA 1985	83.00	82.94	.06	
Public Law 98-337 EESA	2,373.00	2,373.00	—	
Public Law 94-142 System Wide Team				
Chairperson	92,773.00	96,539.45		3,766.45
Public Law 94-482 Occup. Educ.	3,859.51	3,286.28	573.23	
ECIA Chapter 2	14,413.00	14,404.86	8.14	
P.L. 94-142 Pre Sch. Language				
Development 1985	21,747.00	21,747.00	—	
P.L. 94-142 Pre Sch. Language Development	104,147.00	118,731.29		14,584.29
P.L. 94-142 Special Youth Advisor Program	18,620.00	18,620.00	—	
P.L. 89-313 Special Needs Teaching				
Improvements 1985	5,250.00	5,250.00	—	
P.L. 89-313 Special Needs Teaching				
Improvements	15,189.00	21,804.90		6,615.90
Professional Development - Chap. 188	34,700.00	33,483.00	1,217.00	
Chapter 1 - 1985	1,445.09	1,445.09	—	
Chapter 1	72,527.00	82,977.29		10,450.29
P.L. 98-524 Vocational Educ.	13,046.00	12,979.25	66.75	
Program for Gifted Children	1,047.00	688.85	358.15	
Chapter 1	17,688.00	—	17,688.00	
Regional Voc. High School	1,017,304.00	1,017,304.00	—	
Athletic & Band	62,173.16	33,255.61	28,917.55	
Textbook Account	5,294.06	—	5,294.06	
Adult Educ. Revolving Acct.	2,456.08	420.00	2,036.08	
Secondary School Bldg. Comm.	5,315.61	188.46	5,127.15	
High School Field - Improve.	12,213.30	—	12,213.30	
School - Plans & Spec. for Roof	20,000.00	20,000.00	—	
Center School - Rental	29,951.02	29,488.20	462.82	
Center School - Rental - Miceli	5,000.00	5,530.09		530.09
Center School - Rental - Thom Clinic	6,650.00	6,584.37	65.63	
Foster School - Rental	18,032.69	9,731.28	8,301.41	
Ella Fleming School - Rental	14,979.95	7,708.99	7,270.96	
Council Funds - Jr. High	1,330.00	—	1,330.00	
Council Funds - Dewing School	6,010.00	—	6,010.00	
Council Funds - Heath Brook School	5,550.00	—	5,550.00	
Council Funds - No. Street School	4,090.00	—	4,090.00	
Council Funds - Trahan School	3,730.00	—	3,730.00	
Library - Salaries	116,717.00	116,386.38	330.62	
Library - Oper.	49,400.46	49,398.52	1.94	
Library - Automation	24,480.00	24,020.51	459.49	
Fairgrieve Memorial Fund	15,284.00	15,284.00	—	
Aid to Public Libraries - 1985	12,317.50	12,317.50	—	
Aid to Public Libraries - 1987	12,317.50	—	12,317.50	
County Dog Refund	1,051.96	1,051.96	—	
County Dog Refund 1987	1,038.96	—	1,038.96	
Bugbee Gift	5,000.00	5,000.00	—	
Library - Salaries 1987	1,910.00	—	1,910.00	
Library - Salaries 1987	5,860.00	—	5,860.00	
Recreation - Salaries	5,200.00	5,001.98	198.02	
Recreation - Oper.	54,071.00	53,741.93	329.07	
Exceptional Children - Salary	7,937.00	7,937.15		.15
Exceptional Children - Oper.	9,720.00	7,896.28	1,823.72	

Accounts	Available	Transfers & Expended	Balance	Deficit
Exceptional Children - Salary 1987	571.00		—	571.00
Council on Aging - Salaries	16,591.00	15,894.61	696.39	
Council on Aging - Oper.	17,000.00	16,994.67	5.33	
Council on Aging - Janitor	5,500.00	5,500.00	—	
Merr. Valley Home Care	1,600.00	1,600.00	—	
Council on Aging - Grant	4,826.00	950.17	3,875.83	
Council on Aging - Salaries 1987	1,026.00	—	1,026.00	
Community Action - Salaries	24,985.00	24,965.38	19.62	
Community Action - Oper.	1,445.00	1,184.97	260.03	
Community Action - Salaries 1987	1,650.00	—	1,650.00	
Conservation - Salaries	5,200.00	5,289.04		89.04
Conservation - Oper.	1,000.00	924.07	75.93	
Conservation - Salaries 1987	410.00	—	410.00	
Open Space & Recreation Plan	1,866.00	—	1,866.00	
Patriotic Activ. Comm.	10,000.00	10,000.00	—	
Town Historian - Art. 35	500.00	500.00	—	
Arts Lottery Grants	18,921.86	8,710.08	10,211.78	
Arts Lottery - Adm.	981.39	184.85	796.54	
250th Celebration Comm.	671.96	535.00	136.96	
250th Anniversary - Trust	6,909.35	6,909.35	—	
Municipal Bldg. Comm. - Outlay	3,945.00	3,945.00	—	
Tailings	8,351.40	75.00	8,276.40	
Tax Anticipation Loans	17,000,000.00	15,000,000.00	2,000,000.00	
Tax Taking & Foreclosurer	61,759.00	44,645.96	17,113.04	
Fire & Liability Insurance	228,000.00	227,964.50	35.50	
Police Station - Art. 14	5,000.00	4,943.09	56.91	
Volunteer Aids Transportation	1,500.00	1,500.00	—	
Bus Service	24,000.00	24,000.00	—	
Bus Service - 1987	28,000.00	—	28,000.00	
Medical Bills - K. Ryan	15,925.68	9,266.18	6,659.50	
Medical Bills - D. Ryan	2,678.00	2,678.00	—	
Unpaid Bills - Art. 23	136,329.35	135,206.15	1,123.20	
Unpaid Bills - Art. 2 S/T/M	36,736.38	36,593.88	142.50	
Unpaid Bills - Art. 4 S/T/M	26,297.86	26,297.86	—	
Unpaid Bills - Art. 7 S/T/M	99.61	99.61	—	
Sundry Court Judgements	136,000.00	136,712.39		712.39
Sundry Court Judgements	—	2,085.67		2,085.67
Reserve Fund	100,000.00	100,000.00	—	
Cemeteries	1,400.00	1,400.00	—	
Maturing Debt	1,190,000.00	1,190,000.00	—	
Maturing Debt - Interest	1,719,375.00	1,716,252.50	3,122.50	
Temporary Loans - Interest	200,000.00	529,832.20		329,832.20
Revenue Sharing				
Police - Salaries	192,251.00	178,942.43	13,308.57	
Police - Salaries 1985	30,962.00	30,962.00	—	
Police - Salaries - 1984	17,236.87	17,236.87	—	
Fire - Salaries	192,251.00	192,217.29	33.71	
Dept. of Public Works - Salaries	192,251.00	192,246.64	4.36	
Bd. of Health - Rubbish Disposal	31,899.00	31,899.00	—	
Town Share - Insurance	70,000.00	46,459.99	23,540.01	

Employee Earnings

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Norma Doherty			6,037.00
William Granfield			20,291.00
Loretta Miggos			18,601.00
George Nuttall			5,258.00
George Nawn, Sr.			1,562.00
George Mello			555.00
Patricia Hennessy			7,362.00
Jeremiah Delaney			7,955.00
Philip Souza			145.00
Karen Hennessy			314.00
Linda R. Brabant			15,570.82
Patricia Hennessy			5,720.00
Kathleen O'Brien			3,149.00
William McMenimen			29,084.43
Virginia Coviello			17,990.53
Joan Dunlevy			466.60
John T. Lu			400.00
Robert Rauseo			266.64
James Manley			1,008.19
Warren Brothers			347.73
David Sargent			10,160.12
Linda Roy			3,222.62
Richard Masker			160.00
Mary Casazza			16,924.87
Eleanor Donovan			467.68
Donna Gill			2,270.52
Theresa Gillette			7,323.77
Barbara Hague			13,647.26
Doris Harding			18,170.81
Grazella Hudson			10,270.78
Priscilla Hurton			710.60
Elizabeth Johnson			10,594.71
Ellen Keefe			4,830.12
Patricia Qua			17,679.18
Laura Romano			633.08
Marian Snook			3,218.73
Patricia Stotik			2,480.64
David Sullivan			27,732.58
Helen Warren			20,203.18
Kathleen Collins			15,377.10
Elizabeth Carey			26,527.46
Linda Austin			325.72
Nancy Boyle			169.85
M. Yvonne Crowley			99.06
Rachel DeSilva			310.08
Elisabeth Demarais			28,544.19
Mary Gaffney			10,140.16
John Grenda			6,120.93
Elinor Haines			10,781.47
Maureen Kelley			12,748.02
Susan Levy			161.50
Christine Livingston			9,415.56
Mary McLaughlin			2,559.75
Jean Mann			13,847.55
Frances Moore			20,492.55
Elizabeth Sheehan			25.84
Rosemary Sullivan			428.83
George Abodeely			37,591.14
John Anderson			21,159.89
Robert E. Anderson			6,976.46
Eleanor Antonelli			15,819.46

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Florence Antonuk			10,229.77
Delores Barlow			10,181.44
David S. Beattie			3,708.00
Henry A. Benson			15,794.37
Priscilla Betses			37,590.90
William J. Bomil			22,045.87
William J. Bomil Jr.			3,476.00
Patricia Boucher			12,433.85
Bernard Boudreu			22,332.00
Edward Brabant			528.00
Pauline A. Brooks			3,950.00
Theresa D. Brown			15,919.50
Albert D. Bucknam			11,824.12
Josephine C. Campo			21,460.64
Vincent G. Campo			100.00
William Carlson			24,078.42
William J. Carrigg			60.00
John T. Cleary			2,016.00
Rose M. Cochran			675.80
Judith Colman			15,682.35
Marylou Conroy			3,672.36
Mary Correia			189.00
Joseph Crotty			37,591.14
William P. Cuskey Jr.			22,452.14
Michelina DeAngelis			33,129.74
William DeGregorio			43,857.68
William J. DeGregorio			984.00
John B. Dey			7,662.89
Dorothy Doherty			12,343.88
Frank Dombrowski			22,617.48
Anne Duncan			21,460.64
Jeremy Duncan			1,240.00
Steven Duncan			3,158.00
Beverly Erlandson			15,919.50
Richard F. Fallon Sr.			16,262.22
Edward J. Farley			48,875.05
John R. Fowler			90.00
June Fowler			9,551.68
Colleen Gallo			3,713.50
Dorothy Gendall			18,985.97
Joseph Paul George			28,226.03
Thomas M. Gilbride			22,696.57
Eric D. Gordon			4,539.09
William A. Gorman			14,644.42
David Greene			19,154.59
Richard E. Griffin			43,147.68
Sandra J. Hesketh			4,131.83
Charles Johnston Jr.			5,584.82
Joanne Kearns			16,097.99
Eugene Kelly			19,449.97
Oudom Khamvongsa			517.50
William M. Krzesinski			987.00
Gary Lafortune			1,831.79
Barbara M. Lambert			1,757.15
Katherine T. Lambert			1,790.25
Edmund J. Lawlor			280.00
Claire J. Lebel			588.00
Harvey C. Leighton			16,552.21
Dorothy Lightfoot			1,011.70
Thomas W. Lovett			35,022.07
Marianne Ludvino			1,250.94

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary	Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Bruce Alan MacDonald			19,630.46	James T. Auten			28,855.25
Mary Maguire			15,919.50	Cynthia L. Ayer			19,677.84
Ruth Maher			12,343.88	Norma Jean Aylward			4,798.32
Eileen Mahoney			2,882.26	Robert W. Aylward			39,594.75
Norman Marble			37,591.14	Gary Ballou			2,359.00
Louis E. Marion Jr.			21,922.45	Sandra Barnett			25,275.27
Daniel J. Martin			14,205.18	Cornelius J. Barry			2,359.00
Daniel N. Martin			2,098.50	Donald R. Barry			28,848.53
Kerry M. Martin			1,344.00	Lawrence J. Basteri, Jr.			25,619.39
Joseph F. McCann			21,342.81	Cathyann Beattie			16,353.16
Austin R. McCormack			1,157.50	Mary A. Beattie			460.00
Lawrence McGowan			15,364.08	Linda Beaulieu			5,325.82
Robert A. Michak			675.00	Elinor Beloin			6,967.65
Paul F. Moran			9,930.81	Susan Berberian			19,709.35
Ronald W. Mueller			606.00	Frederick P. Bernhardt			20,227.75
Thomas Nawn Jr.			627.50	Joanne Berthel			254.78
Olga Nicholson			197.80	Judith K. Berube			24,941.39
Robert J. Nolan			602.66	Sandra C. Bettencourt			24,157.88
Brooks A. Nyren			7,817.62	Nancy Billings			25,490.27
Joanne O'Brien			54.00	Dale D. Black			26,788.57
William J. Oleson			7,059.50	Elaine E. Blaisdell			20,176.59
Roy Osterberg			16,287.56	Anthony Blandini			25,309.77
Donald C. Page			20,609.27	Roseanne Boghosian			20,725.43
Andre J. Pare			2,147.00	Linda Boucher			29.98
Edward Pelletier			41,571.09	Rita Boudreau			5,796.94
Ernest J. Peterson			15.10	Warren Bowen			30,710.31
John T. Regolino			19,221.70	Kenneth Bowers			29,862.15
Albert J. Ricci			1,326.00	Albert W. Bradley			28,929.67
George T. Rodgers			330.00	Terry Bradley			24.00
Valerie E. Rogers			12,343.88	Arlene Breault			28,375.99
Anthony Romano			37,791.14	John C. Bresnahan, Jr.			28,471.64
Charles Ryan			22,092.15	Carol Kenney Brooks			9,205.30
John Ryan			48,875.05	Deborah Brousseau			18,129.66
Anita Sartori			12,680.49	Judith E. Bruce			20,138.72
Julie A. Savlen			1,280.25	Melanie Buccola			28,338.89
Kurt Schimmelbusch			19,885.03	Joseph P. Buckley			28,716.01
Sivilay Sengpraseuth			1,080.00	Maureen A. Buckley			8,187.16
Ann Sexton			12,343.88	Virginia Bunting			25,303.27
Boualy Sisomphou			480.00	Antoinette Brynes			6,760.65
Arthur Sneed			205.32	Virginia Callahan			28,338.89
Thongphanh Soysangvane			325.00	Louis Carciofi			500.00
Donald Stevens			1,595.00	Gertrude M. Carey			29,339.91
Thomas F. Sullivan Jr.			21,685.11	Margaret E. Carney			2,937.56
Barbara Tanner			23,758.39	Antionietta Cascella			19,262.01
Antonio J. Terenzi			40,371.09	Mary Chappell			21,781.62
Nancy G. Thompson			11,158.39	Nordice Chute			25,289.27
Peter G. Thuillier			4,496.59	Joan Ciambella			25,359.27
Elaine M. Tower			12,451.78	Carlton Clark Jr			28,417.99
Joel A. Trull			23,509.17	John C. Clarke			29,397.16
William Tsimitsos			40,371.09	Maureen Cody			25,298.67
John Weir			40,371.09	Jay Wm Coffey			70.00
Franklin W. Whitcomb			1,716.10	Annamae Coffin			814.00
Steven T. Witham			2,380.00	Bryce L. Collins			31,261.47
John W. Wynn			51,000.12	Cheryl J. Collins			204.00
James O. Zousimas			18,963.82	R. Gilbert Congdon			14,905.56
Cynthia Abate-Upson			20,384.64	Thomas Conlon			29,720.88
Carole Acone Callahan			25,342.02	Kathleen J. Connell			19,774.87
Margaret Adams			19,175.71	Jeanne Connor			160.00
Peter M. Adams			1,234.00	Karla Conway			28,338.89
Charles Allen			29,182.83	Robert E. Cook			2,652.00
John W. Allen			1,608.09	Thomas L. Cooke			600.00
Patricia Allen			28,385.08	Martha Coolidge			120.00
Joan Andella			10,882.46	John P. Corbett			28,546.64
Kim Andella			455.00	Richard Cornell			6,076.52
Ruth Anderson			28,385.22	Jacqueline Cote			504.25
Jason Andrews			29,599.73	Maria Cuesta			763.00
Robert P. Appolloni			24,473.99	Robert K. Cullen			28,990.46
Linda J. Austin			4,338.61	Patricia M. Cushing			8.00

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary	Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Michael J. Daley			29,485.91	Richard Gropman			28,417.39
Marlene R. Daly			2,542.04	Sheila Gurry			25,323.35
Sally A. Dancause			1,058.72	Linda Hair			28,404.19
Richard Danehy			48.00	Yvonne M. Hall			18,945.62
Collette G. Davis			1,925.94	Gail M. Hamilton			25,275.13
Meredith Debow			28,777.75	Lisa Hanke			418.00
Robert C. Degaravilla			28,424.89	Bonita Hansberry			20,940.04
Joseph Delgrosso			25,881.30	Margaret M. Harcourt			25,311.87
Emily De Mille			91.11	Christine Hassan			17,431.11
Anne E. Dempsey			22,416.17	George Hazel			1,658.00
Heidi L. Derosa			20,270.25	Gwen Hedrick			25,293.99
Laura Ann Diamond			14,071.43	Marilyn D. Henderson			30.00
Patricia Dias			25,275.27	Trudy Hennemuth			63.48
Mary Diciaccio			13,417.00	Mary Herlihy			25,298.77
Janice DiPietro			1,735.05	Jean Holmes			7,149.25
Leo Dirocco			1,234.00	Carole Holmy			28,338.89
Ann M. Donnelly			3,098.11	Judith A. Hopkins			2,010.00
John L. Donoghue			28,403.89	Robert Horgan			28,338.89
Alfred P. Donovan			1,988.00	Dorothy Hudak			23,990.63
Martha R. Doukaszewicz			25,168.31	Henry J. Hunter			408.00
Barbara G. Duarte			25,347.37	Maureen Jackman			25,282.27
Marie C. Dube			13,546.50	Isabel L. Jankelson			28,904.39
Henri A. Dufour			29,118.95	August P. Jardin			28,345.69
E. Ann Duggan			90.00	John F. Jarek			28,457.99
Jennifer Dunlevy			204.00	Linda I. Jezek			1,260.00
Jacqueline Dupont			25,344.02	Ann Johnson			21,107.79
Lisamarie Durkin			15,272.16	Charlotte P. Johnson			28,025.93
Judith Ann Dziadosz			3,651.32	Rebecca Johnson			13,596.80
George Economou			25,331.77	Jane Juskiewicz			5,621.08
Cassandra M. Edell			25,275.27	George Kalarites			28,582.80
William R. Emerson			500.00	Marcia A. Kalarites			28,402.01
Alma A. Davis			29,398.51	Maureen Kane			25,275.27
Annina Faraci			28,427.93	Kaspar Kasparian			26,707.20
Patricia Faro			360.38	James P. Kastritis			28,957.63
David M. Farrell			1,120.00	Emile Kaufman			479.00
Nancy Jean Farrey			26,060.18	Philip F. Kearney			29,492.24
Mary Feick			4,321.93	Barbara A. Keefe			5,084.43
Martha A. Feran			3,299.31	Mary Louise Keenan			26,042.15
Elaine Fiske			25,321.23	Carol Kelly			1,113.00
Robert Fiske			25,275.27	Jane A. Kelley			27,571.71
Judith I. Fitzgerald			33.50	Joan E. Kelley			29,350.91
Chester H. Flynn			7,816.50	Sheila Kempler			20,010.15
Dorothy Foley			28,447.58	Mary P. Kennedy			18,757.40
Catherine Foti			40.00	Dianne L. Kelley			5,620.01
Marilyn H. Fowler			3,838.84	Jean B. Kyser			3,866.51
Leo Frechette			29,613.45	Arlene King			29,583.51
Joan Friedman			28,381.73	Pauline J. King			25,808.04
Susan Fugere			480.00	William Kirwin			27,872.88
Jan H. Fuller			24,555.15	Christine Kiss			28,538.87
Deidra Gacek			11.00	Diane Marie Klotz			90.00
M. Elizabeth Gaffney			30,836.41	Ann L. Knower			29,535.91
Mary M. Gale			3,522.24	Kathleen Knowles			520.00
Carole Anne Gallo			19,842.92	Gail Knowlton			63.48
Sal J. Gallo			29,339.91	Patricia Koravos			26,476.44
Louis A. Garceau			28,806.26	Christos Koumantzelis			30,002.23
Eileen F. Gardner			25,775.29	Iris Koumantzelis			25,336.18
Paul F. Garrity			1,539.00	Joanna Krainski			29,452.63
Frances Gaith			25,513.87	Patricia A. Krol			25,553.07
Louise A. Gearty			17,945.48	Barbara E. Krueger			21.50
Stephen J. Germone			29,394.91	Elizabeth Kyle			29,351.41
Dorothy Gerrard			17,469.33	Charles J. Labella			500.00
Lois H. Glencross			1,500.00	Susan LaChance			3,720.11
Constance Goldsworthy			28,384.19	Mary Laffey			26,172.59
Alicia Gouveia			2,296.00	Alexander Lambroukos			13,656.12
Donna Graham			23,054.16	Susan Lamotte			25,359.27
Mary Jayne Gray			28,832.71	Patricia Lannon			25,320.77
Eileen Griffin			1,364.00	Marion E. Larson			58.00
Maureen C. Gropman			29,837.10	Joseph A. LeProhon			29,468.41

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary	Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Nancy T. Larose			28,338.69	Mary Murray			29,666.61
Nancy Laws			25,275.27	Joseph Musumeci			22,044.47
Frederick Leahy			30,064.95	Lorraine Nastek			25,726.38
Henry Lebensbaum			19,499.07	Mary A. Nawn			5,011.67
Donna Lecam			29,277.77	Thomas Nawn			31,556.78
Alfred Leclair			28,416.28	Carlene Neumann			28,777.75
James L. Leclair			29,740.20	Diane C. Norton			10,143.01
Alice Leduc			16,711.95	Linda Novelli			29,471.91
Catherine Brimer			25,275.27	Felipe P. Novo			2,047.50
Steven Levine			30,217.38	Philip Nyren			19,426.59
Paula Levis			24,698.37	Brenda A. OBrien			25,330.55
Ernest J. Lightfoot			2,355.00	Daniel G. OBrien			25,286.27
Patricia A. Lightfoot			5,527.51	Marilyn P. O'Brien			31,283.47
Barbara Lino			1,960.00	Norris O'Brien			29,892.03
Sharlene Locker			27,759.40	Ann OHara			25,275.27
Judith E. Lodi			838.22	Robert OKeefe			5,978.59
Wade Longley			28,988.25	Sandra Oliva			256.66
Raymond Loosen			28,703.32	Jean Olsen			2,063.60
Mark Lucey			5,375.13	Richard Olsen			9,259.65
Janice Lunn			28,777.75	Teresa O'Neill			12.78
Pamela Lussier			8,231.43	Cynthia A. Onoroski			28,540.94
James W. Lutz Jr.			49.00	Glenn W. Osterman			28,367.40
Anita Macdonald			32,881.29	Thomas O'Toole			5,866.40
Robert Macdougall			32,534.00	Richard Otis			28,563.39
Walter Mackey			29,330.41	Timothy J. Otis			20,149.31
Thomas J. Madden			6,804.56	Angela M. Packard			17,180.04
Rosamond E. Malatesta			9,251.30	Stephanie Pagiaslas			25,172.31
Linda Malone			19,343.25	Elizabeth F. Papik			28,440.14
Robert B. Maloney			28,338.89	Anna Marie Pappalardo			206.10
Anne Maloy			25,377.29	Andrew Pappathan			28,338.89
John Maloy			29,027.63	Jean M. Parady			30.00
James Manley II			25,275.27	George Patterson			25,430.95
Mary Manseau			25,331.21	Susan Patterson			25,723.42
Robert L. Manzi			32,394.31	George Paul			29,074.71
Alice Marcotte			25,525.15	Frederick Penza			31,015.43
David Marcus			27,265.16	Mary L. Perkins			43.43
Jennie Marino			19,599.63	John H. Perrault			29,339.91
Patricia M. Marion			6,163.84	Anne Perriello			390.00
Elsa A. Marsh			25,436.92	Ruth Perrin			971.00
Helen Matysczak			6,499.49	Marjorie A. Petalas			28,386.97
Benjamin J. Maxwell			500.00	Roger Pilat			25,298.77
Elaine Maxwell			12,510.68	Anna B. Pinkham			120.00
Kevin McArdle			30,033.67	Claire Piscione			25,331.29
Evelyn D. McCabe			4,177.88	William Piscione			31,076.75
Robert F. McCabe			30,481.89	Hope Place			24,633.77
Anne McDermott			19,489.08	Arthur Poitras			1,200.00
Patricia R. McDonnell			25,317.39	Estate of John Porter			346.38
Alice McEdward			18,934.27	Mary A. Primerano			28,378.61
Dennis W. McGadden			29,754.44	Stephen Prodanas			29,942.13
James K. McGuire			30,447.07	Joseph P. Puopolo			18,166.47
Carolyn A. McLaughlin			25,330.12	Kathryn Quinn			25,275.27
Janet Mary McMahon			3,178.00	Martha Quinn			28,458.67
Maureen McNamara			28,338.89	Elise Racicot			28,338.89
Brenda McWilliams			25,368.53	Lisa Rafin			1,234.00
Robert Melillo			2,360.00	Elinor A. Read			28,338.89
Barbara Mersereau			29,394.91	Claire Reed			25,282.27
Sharon McArdle Milenavich			25,680.85	Frances Renaud-Stephan			31,350.73
Adrianne Moe			150.00	Judith Rhodes			4,912.50
Kathleen Mofield			25,375.77	Gerald Rideout			29,452.91
Therese H. Morin			1,107.08	Maureen Rideout			25,275.27
Mary Louise Morris			26,173.57	Bonnie L. Roberts			25,275.27
Richard Mousseau			28,420.08	Marimargaret Roberts			28,350.14
David Mullen			27,024.29	Carol Rodgers			28,777.75
Elaine Mullen			25,344.16	Daniel Rogacki			25,308.88
Eileen F. Muller			33,910.43	Cathy Ronan			26,536.01
Mildred Mulno			28,607.22	Theresa Ross			19,426.59
Jean Murch			14,085.71	Geraldine Rubico			20,234.40
Madeline Deluca			25,282.27	Marie T. Rubin			30.00

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Georgia Ruckledge			28,338.89
Paula A. Rushia			8,789.50
George Ryan			193.40
Joan Ryan			25,275.27
Sandra Jean Ryan			29,400.73
Carol A. St. Germain			20,113.12
Agnes Sacramone			29,181.42
Carol Sagro			29,277.77
Denise Marie Saindon			19,910.59
Shirley Sanford			25,318.27
Elizabeth Santos			25,310.77
Charlotte Sargent			17,945.48
Richard Schadlick			28,420.02
Susan Scofield			8,210.41
Eugene Sdoia			28,839.50
Barry F. Sheehan			26,274.59
Brenda Frazz			25,315.18
Gail Shinberg			29,339.91
Laura A. Siano			270.00
Bill Silliaer			160.00
Gerald Smith			28,818.50
Margaret Smith			5,329.58
Sonya Merian-Soboff			200.00
Gary Solomon			15,533.06
Judith A. Spano-Davis			28,360.69
Rita Stevens			28,902.75
Vasilike J. Stevens			4,421.81
Donald Stewart			33,371.57
Patricia Stratis			23,932.25
Marilyn E. Streeter			22,030.64
Carole Sullivan			28,346.39
Dolores A. Sullivan			28,596.45
Donald Sullivan			29,181.41
Mary L. Sullivan			29,006.07
Rosemary G. Sullivan			4,215.93
Stella F. Sullivan			27,371.71
Evelyn R. Sutherland			201.00
Donna L. Tanner			28,726.90
Diane Tardiff			17,402.47
Patricia Tellier			17,088.11
Betty Ann Themeles			23,917.55
Christine Themeles			25,915.59
Susan Thorne			19,444.84
Janice M. Tibbetts			216.00
Priscilla Titus			28,847.22
Patricia Costigan			20,342.56
William Traveis			30,531.21
Francis Treanor			3,469.41
Scott Tremlett			1,168.00
Mary E. Turcotte			3,744.93
Betty Turner			29,339.91
Barbara Vitalo			25,282.27
Sheila Walsh			25,287.02
Thomas M. Walsh Jr.			21,862.50
Karen Ann Ware			25,332.27
Robert A. Ware			2,053.00
Monica B. Weir			25,300.85
Alfred J. White			31,130.33
Rose M. White			25,289.77
Roger Whittlesey Jr.			31,712.37
Jacqueline Williamson			25,298.02
Warren J. Yaeger			28,763.84
Kenneth Young			30,428.47
Linda Young			3,708.13
Jennie Zantuhos			25,319.53
Paul E. Zarna			3,868.38
Richard Zbieg			27,514.89
Julie M. Zizza			120.00

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Town of Tewksbury			1,523.56
Maureen Bedard			2,750.49
Eleanor Bissett			7,834.75
Phyllis Boumel			8,770.23
Lillian J. Britt			21.37
Mary A. Brunelle			68.00
Kathleen M. Buckley			1,499.92
Esther Bump			39.00
Margaret A. Burke			124.00
Anna Casey			2,255.12
Dale C. Damian			956.81
Joan E. Dey			22,835.56
Mary P. Dibella			4,987.68
Ann Diberto			5,593.09
Judy Dickinson			6,179.87
Marie Difabio			6,248.14
Janice Dipietro			1,943.24
Anna B. Dobbin			2,818.02
Linda Dunn			574.74
Sandra C. Ethier			2,425.54
Agnes Fowler			6,392.90
Carole Friedman			6,361.14
Margaret Gilbert			6,427.90
Marilyn W. Gretskey			4,930.68
Judith A. Hanlon			5,876.48
Theresa Harrington			7,679.07
Rochelle Hastings			3,084.77
Martha Kelleher			7,834.75
Nancy Kelly			1,364.00
Sheila Krzesinski			4,840.12
Theresa Lamore			153.18
Christine A. Lindsey			5,296.70
Joan C. Litalien			11,606.33
Diane Lombardi			5,819.44
Alice Macdonald			60.00
Patricia Marcinkewich			1,536.04
Lorraine McPhee			6,913.11
Concetta M. Miranda			5,349.14
Dolores Montecalvo			6,392.90
Rose Moore			7,983.43
Beverly B. Mosher			624.62
Ruth S. Mores			6,894.34
Robert Y. Nadeau			1,470.00
Marie Nolan			6,445.90
Sharon M. Nutile			51.00
Margaret O'Leary			1,944.00
Herta Panepinto			3,232.06
Mildred Patterson			5,576.37
Dorothy Peach			5,954.91
Susan R. Peterson			594.49
Colleen Porter			3,332.89
Ann Reposa			1,993.87
Diane Rawlings			320.62
Jeannine Rheault			2,261.61
Leslie Rizzo			1,092.21
Elizabeth Ryder			5,957.87
Marsha Sawin			450.04
Marsha Scurka			26.12
Mary Ellen Slater			286.18
Barbara Stevens			6,428.70
Louise Suozzo			2,542.37
Joan Sutherby			237.50
Ivane Thibodeau			6,320.52
Marcella Urquhart			6,202.34
Janice M. Woodman			4,377.81
Richard J. Abraham			46.00
Joanne Aldrich			123.00
Richard Alexander			46.00

Name of Employee	Base Salary		Annual Gross Salary	Name of Employee	Base Salary		Annual Gross Salary
	Incl. Longevity	Overtime			Incl. Longevity	Overtime	
rian Allison			25.00	Joseph Gallagher			91.00
m Anderson			41.00	Richard J. Gearin			50.00
red Arakelian			40.00	Kelly A. Gately			70.00
on Balboni			107.00	Leonard J. Gentile			41.00
om Benjamin			25.00	Lenny Genhle			41.00
onald Barnfield			41.00	George Garabedian			27.00
avid Axelrod			122.00	Robert E. Germain Jr.			56.00
oy Ballard			50.00	Janet Gillis			54.00
runk Barbagallo			123.00	Frank Gomez			25.00
iana Barnes			54.00	Jim Gilpatrick			128.00
ave Berman			41.00	Robert J. Gleason			10.00
ichard Bernier			100.00	Eileen Griffin			30.00
William Barrett			41.00	Thomas P. Crumbly			25.00
erald G. Bordeleau Jr.			25.00	Thomas Grumbly			62.50
George Bossi			66.50	John A. Guanci			41.00
eff Blonder			84.00	Neil Guerra			24.00
Albert P. Blanchette			50.00	David J. Gwiazda			75.00
Richard Boucher			25.00	Paula Haines			55.00
ill Boutilier			40.00	Norm Ham			238.00
Paul Breault			108.00	Dennis E. Hansbury			66.00
on Browder Jr.			100.00	Roger Hardy Sr.			29.00
Richard J. Bucchino			41.00	Kenneth R. Hart			25.00
hanning Burns			25.00	Don Higgins			121.00
Robert Byers			43.00	Thomas Humphreys			41.00
ohn C. Burns			46.00	Gary Hunt			123.00
Vayne Buyers			41.00	Shawn Hutcheon			50.00
arry Cahill			82.00	Walter A. Janicki			80.00
Marianne Cameron			41.00	James Johnson			25.00
Robert T. Carlson			41.00	John Jones			41.00
David J. Carr			41.00	Larry Kelleher			50.00
Michael Cedorchuck			37.50	Bob Kenney			27.00
erald Chiarelli			40.00	David Kenney			135.00
arard L. Christofells			60.00	George N. Klesaris			41.00
Villiam H. Claffey			46.00	Jae Ko			44.00
am Colangelo			52.50	George Koach			41.00
haron A. Colangelo			72.00	Richard Kopycinski			100.00
Laren Collins			65.00	Richard Lapierre			40.00
ran Connolly			41.00	Wendy Latta			60.00
Stephen P. Connolly			93.50	William E. Lexas			189.00
Alfred J. Consentino			41.00	John Lightfoot			280.00
Valter Conway			41.00	Henry Lisien			25.00
Chris Copeland			36.00	Jennifer Looney			54.00
Cathy Cresta			24.00	David Magee			82.00
Dennis Cullen			46.00	Tim Mahoney			41.00
Robert Cunio			40.00	James Malone			48.00
Maura Dartley			1,036.00	George Manekas			86.00
Joseph Derosa			46.00	Henry Marsh			47.00
Robert Derrah			60.00	Gale Maschka			10.00
Mike Desautels			24.00	Joseph Mauro			41.00
Roland A. Desharnis			120.00	Stephen McBride			41.00
Thomas Desharnis			85.00	Bob McArdle			41.00
Dianne M. Deveau			10.00	Joseph W. McAuliffe			41.00
Angelo Dinardo			82.00	Sharon McClafferty			18.00
Tom Dipietro			40.00	Charles McLean			50.00
Don Dodge			96.00	William M. McNulty Jr.			36.00
Janet Downey			162.00	Tracy Meehan			60.00
Robert E. Dumont Jr.			50.00	John E. Melanson			41.00
ay Dumas			41.00	Bill Miller			25.00
Michael Durkin			46.00	John Miller			75.00
Kenneth Eldrige			87.00	William Miller			50.00
Emile J. Ethier			45.00	Roger Morrison			90.00
John Fahey			25.00	Dana Morrill			41.00
Timothy Fallon			56.00	James E. Mullin			45.00
Kate Farley			41.00	Dennis Murphy			40.00
Michael Fay			50.00	John Murphy			125.00
Mike Fitzpatrick			20.00	Steven Murphy			15.00
Ronald Fusco			15.00	Rob Nangle			66.00
George Freeman			41.00	Mary F. Norton			123.00

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary	Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
George O'Brien			75.00	Joan Wheeler			60.00
Patrick O'Leary			82.00	Ron Wood			87.00
James Oliver			65.00	Thomas Wourgiotis			25.00
Bob Oreal			46.00	David Wray			41.00
Daniel O'Rourke			41.00	Daniel Wrenn			50.00
James A. Panesis			82.00	Karen M. Zielinski			75.00
Joseph W. Paolilli Jr.			174.00	Thomas B. Hodgson			18,657.48
Christine Parke			10.00	Yolanda Luongo			20,282.50
Paul Paris			58.00	Norman Boudreau			13,200.00
Dan Patenaude			25.00	Barbara Flanagan			6,600.00
Marc F. Pelletier			75.00	Sheila Little			15,004.58
Charles Pendergast			41.00	Charles Stella			6,600.00
Edward Peterson			25.00	Margaret Tompkins			24,594.49
Barry L. Rhoads			29.00	Cynthia Trudeau			23,387.57
Robin Price			36.00	C. Frederiksen	26,397.00	990.60	27,927.60
Ken Pondelli			40.00	D. Brazee	13,905.84	555.88	14,461.72
Calvin G. Porter			82.00	Barbara Bernardi			2,700.00
Angelo Pistone			46.00	Lorraine Whynaught			24,725.78
Edward P. Peterson			25.00	Linda Curtis			17,656.47
Calvin Perry			41.00	Thomas Berube			13,000.00
Jerry Quaglia			50.00	Christine Patterson			2,346.62
Fred Polgreen			86.00	Peter Amari, Ptlm	33,111.28	204.73	33,316.01
Thomas F. Roach			41.00	John Barry, Ptlm	19,223.18	2,423.00	21,646.18
William Ritchie			57.00	Clifford Bolton, Insp.	27,720.46	2,356.45	30,076.91
Alex Robinson			41.00	Leonard Bolton, Ptlm	25,829.09	711.45	26,540.55
Pia Romano			15.00	Jerome Carr, Ptlm	19,191.51	1,463.36	20,654.87
George Roach			24.00	Robt. Carroll, Ptlm	28,925.55	4,589.57	33,515.12
Neville Rivet			36.00	Robt. Cook, Sgt.	39,904.67	109.89	40,014.56
Anthony M. Romano			37.50	Martin Cormier, Ptlm	29,255.65	2,860.14	32,115.78
Barry S. Rosen			75.00	Jos. DeLucia, Insp.	29,536.97	6,259.72	35,796.69
Ray Robitaille			25.00	A. Dicalogero, Ptlm	29,534.70	3,192.14	32,726.84
Tony Russo			50.00	Paul Doherty, Ptlm	29,531.33	3,627.82	33,159.15
Tom Ryser			41.00	Paul Gearty, Lt.	39,096.70	3,685.92	42,782.62
Helene Scott			80.00	Al Donovan, Ptlm	24,076.77	608.00	24,684.77
Michael H. Shanahan			41.00	Ralph Ford, Ptlm	30,107.27	5,131.54	35,238.81
Scott Shakley			24.00	Robt. Haines, Insp.	28,407.42	4,453.02	32,860.44
Charles Shlimon			28.00	George Hazel, Sgt.	30,895.64	5,960.97	36,856.61
Jon Sidorovich			41.00	Walter Jamieson, Lt.	40,470.76	9,124.23	49,594.99
Mark K. Singleton			110.00	Paul Johnson, Sgt.	36,804.73	5,655.69	42,460.42
Joyce Skiff			41.00	James Jones, Ptlm	26,650.99	300.12	26,951.11
Virginia Slagle			54.00	Walter Jop Jr., Sgt.	34,305.68	7,663.99	41,969.67
Peter W. Sloan			25.00	Ste. Kandrotas, Ptlm	31,363.03	3,923.91	35,286.94
Thomas Smith			75.00	Allan Landers, Ptlm	29,546.99	150.48	29,697.47
Charles W. Souza			65.00	Richard Landers, Sgt.	33,703.85	2,871.27	36,575.12
Daniel F. Sullivan			87.00	Wm. Latta, Ptlm	28,858.74	287.27	29,146.01
Michael Sullivan			63.00	Wn. Layne, Lt.	35,419.63	7,733.63	43,153.26
Brian A. Sullivan			41.00	Wm. Layne, Ptlm	30,076.94	3,503.78	33,580.72
Francis Summa			82.00	James Luz, Ptlm	32,515.28	4,536.86	37,052.14
Jodi Sutherland			60.00	John Mackey, Lt.	44,416.44	338.47	54,754.91
Richard K. Tabacco			58.00	Richard Mackey, Lt.	38,006.80	116.85	38,123.65
Stephen Tague			41.00	Debra Maguire, Ptlm	3,957.46	410.36	4,367.82
Gail Tatro			140.00	Edward Martin, Lt.	43,065.97	9,388.55	52,454.52
Thomas Teichman			25.00	James McKenna, Ptlm	30,069.84	4,732.55	34,802.39
Paul Thornton			40.00	J. Nickerson, Ptlm	3,936.81	281.85	4,218.66
Joyce Tibbetts			80.00	Henry Perry, Ptlm	29,515.00	3,682.27	33,197.27
Thomas F. Tobin			50.00	Dennis Peterson, Sgt.	33,684.48	9,276.12	42,960.60
Carl Torrice			46.00	John Powers, Ptlm	30,900.21	4,571.41	35,471.62
Tibor Toth			24.00	Paul Ringwood, Insp.	30,140.34	4,905.96	35,046.30
Brian Tremblay			30.00	Donald Ryan, Ptlm	29,560.46	1,250.23	30,810.69
Dan Trepanier			49.00	Allan Stephens, Ptlm	29,929.52	3,810.53	33,740.05
Joseph L. Tunstall			46.00	John Sullivan, Chief	56,991.65		56,991.65
Brian A. Urquhart			69.50	Roger Tanguay, Ptlm	19,212.36	2,811.06	22,023.42
Phil Vaccaro			41.00	Paul Thomas, Ptlm	23,501.75	3,130.59	26,632.34
Richard F. Valle			41.00	Robt. Westaway, Ptlm	24,728.16	3,811.23	28,539.39
Vance Von Kahl			18.00	M.E. Higginbotham, Sec.	19,184.30	704.02	19,888.32
Neil Whitehouse			65.00	Herb. Patterson, Jan.	2,730.74		2,730.74
Marc Whitehouse			41.00	Virginia Terrazzano, Sec.	10,446.72	474.77	10,921.49
Robert Whitcher			46.00	Robert Belida	21,081.50	4,830.71	25,912.21

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary	Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
William Blakeney, Jr.	23,418.26	61.12	23,479.38	Thomas Richter	21,652.08	445.09	22,097.17
Mamie Burke	16,999.82		16,999.82	Keith Ryan	18,962.73		18,962.73
William Burris, Jr.	41,275.38		41,275.38	Frank Sellars	19,101.10	1,089.09	20,190.19
Thomas Casey	20,715.64	565.32	21,280.96	James Shimkus	27,402.20	6,093.58	33,495.78
William Chandler, Jr.	26,568.84	4,234.18	30,803.02	James Shimkus, Jr.	50.00		50.00
Walter Collins	218.16		218.16	Richard Stoddard	24,125.52	6,857.14	30,982.66
Kevin Conlon	18,752.08	3,274.87	22,026.95	Clarence Stokes	3,860.00		3,860.00
Thomas Conlon	2,000.00		2,000.00	Timothy Stronach	18,226.18	2,768.41	20,994.59
Peter Cote	2,240.00		2,240.00	James Stoddard	50.00		50.00
Lorraine Cuskey	18,189.19		18,189.19	Donald Swan	50.00		50.00
John DeCosta	3,180.00		3,180.00	Robert Thibedeau	50.00		50.00
George DeRoche	27,151.89	6,274.90	33,426.79	Roger Trott	29,318.47	6,124.21	35,442.68
George Deshler	27,556.73	3,241.93	30,798.66	Jack Ward	18,771.47	3,512.49	22,283.96
Doris Doherty	14,461.40		14,461.40	Richard Westaway	25,662.79	5,113.73	30,776.52
Evelyn Doherty	22,069.29		22,069.29	William Wilkinson, Jr.	30,352.62	4,727.95	35,053.57
Peter Fawcett	20.00		20.00	Sandra Barbeau			31,957.43
Thomas Fiorello	3,831.36		3,831.36	Edwina Hudson			21,463.00
Michael Fletcher	35.00		35.00	Helen O'Donnell			16,236.48
Brian Gath	18,573.69	2,210.12	20,783.81	Eleanor Celino			14,040.17
Frank Giannetti	18,573.69	2,664.03	21,237.72	Elizabeth O'Keefe			2,112.75
Alfred Gray	31,235.05	1,029.53	32,264.58	Charles Coldwell			6,750.00
Walter Haley	29,464.78	2,722.47	32,187.25	William Hallisey			6,000.00
Royal Hudson	17,466.66	3,111.79	20,578.45	Charles Coppola			3,998.57
John Kane	34,021.67	1,480.91	35,502.58	Paul Sullivan			6,000.00
Lawrence Kane	18,732.69	2,943.94	21,676.63	James Manley			11,162.12
Paul Lambert	26,218.84	3,593.61	29,812.45	John J. Kelley, Jr.			3,998.57
Ernest Lightfoot	28,732.63	7,265.23	35,997.86	Thomas Girard			1,146.67
James Lightfoot	18,978.01	2,862.39	21,840.40	Brian Sheehan			1,354.95
Robert Mash	29,397.53	799.68	30,197.21	Sarah Jarossi			16,989.56
James Marshall	27,735.02	2,655.67	30,390.69	George Gibson			8,139.74
John P. McCarthy	32,230.39	1,625.70	33,856.09	Francis Coolidge			8,621.24
Linda Monahan	16,804.31		16,804.31	Bernice Sprague			25.20
James Nolan	27,888.62	1,744.77	29,633.39	Laura Stella			2,746.41
Robert Nolan	17,161.89	3,044.76	20,206.65	Walter Collins			17,662.43
Donald Prescott	29,119.82	1,442.10	30,561.92	Robert Willis			721.98
Clarence Richards	2,332.80	760.77	3,093.57	Warren Brothers			23,619.94

Name of Employee	Base Salary Incl. Longevity	Overtime	All Other	Annual Gross Salary
David Austin	28,233.99	7,323.01		35,557.00
Richard Barrelle	31,094.90	1,901.31		32,996.21
Robert Briggs	28,661.25	884.28		29,545.53
John Burris	28,766.43	1,169.15		29,935.58
William Chandler	34,549.71		38,118.08	72,667.79
Robert Collins	31,581.75	3,604.73		35,186.48
Gerald Colton	14,954.96	3,216.06	873.42	18,684.44
Stephen Cotugno	26,467.79	5,541.22		32,009.01
John Coviello	24,761.98	3,008.51	1,382.43	29,152.92
John Cuneo	37,526.38	8,530.34		46,056.72
Mary Daley	22,718.65	2,310.48		25,029.13
Cosmo DiBiase	26,144.41	2,577.99		28,722.40
Joseph Dogherty	8,101.50	2,530.55		10,632.05
Robert Dogherty	25,877.13	3,962.65	989.60	30,829.38
Daniel Donovan	23,527.68	5,130.25		28,657.93
Lawrence Driscoll	31,871.72	4,359.99		36,231.71
James Farley	27,721.38	6,258.07		33,979.45
John Field	30,445.63	9,928.95	1,138.12	41,512.70
Oscar Forero	19,799.77	3,049.99	399.20	23,248.96
Robert Fowler	34,183.60	8,000.86		42,184.46
Richard Gath	31,583.75	1,816.29		33,400.04
Russell Gourley, Jr.	28,296.25	2,694.81	537.67	31,528.73
James Graham	28,582.91	3,964.57		32,547.48
Donald Greer	36,567.55	6,078.70		42,646.25
Donald Greer, Jr.	8,101.50	2,283.98		10,385.48
Kenneth Holden	38,763.83	6,828.85		45,592.68
Grace Hudson	487.74	675.01		1,162.75
Mary Kane	24,741.65			24,741.65
Edward Kearns	26,144.41	5,274.08		31,418.49
David Levy	29,674.27	3,398.65	1,133.20	34,206.12

Name of Employee	Base Salary Incl. Longevity	Overtime	All Other	Annual Gross Salary
John Lightfoot	27,745.81	4,654.04		32,399.85
Robert Little	20,909.05	4,014.22		24,923.27
Richard Mackey, III	26,898.81	4,205.86		31,104.67
William Magro	6,531.93	3,806.08		10,338.01
Paul Mahoney	25,993.97	6,051.55	1,524.18	33,569.70
Kenneth Mallinson	24,699.76	3,205.68	1,444.65	29,350.09
William Millett	25,181.31	6,476.52	963.10	32,620.93
Constance Morris	22,105.82	5,663.70		27,769.52
James Morris	57,957.25			57,957.25
Robert Morris	27,061.26	253.31		27,314.57
Larry Nawn	15,412.33		9,997.39	25,409.72
Timothy Niven	20,619.83	3,612.35		24,232.18
John O'Neill	26,460.40	51.24		26,511.64
Richard O'Neill	27,526.61	6,552.47		34,079.08
Stephen Powers	21,877.23	2,762.32		24,639.55
Bruce Reed	29,725.07	3,064.72		32,789.79
James Ryan	29,369.82	2,415.57		31,785.39
Thomas Ryan	30,807.47	1,749.57		32,557.04
Richard Sheehan	26,380.55	166.21		26,546.76
Michael Sitar	23,260.47	4,718.50		27,978.97
Richard Starling	17,840.99		17,591.22	35,432.21
Barbara Sullivan	20,830.73	2,104.87		22,935.60
Kevin Sullivan	7,212.32			7,212.32
Jon Viscione	19,149.71	3,601.92		22,751.63
George Yost	28,807.96	3,467.27		32,275.23
Phillip Zerofski	30,612.39	4,239.12	581.58	35,433.09

NOTES

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THUMBNAIL SKETCH OF PARLIAMENTARY PROCEDURE
FOR TEWKSBURY TOWN MEETING
 Compliments of LEAGUE OF WOMEN VOTERS OF TEWKSBURY

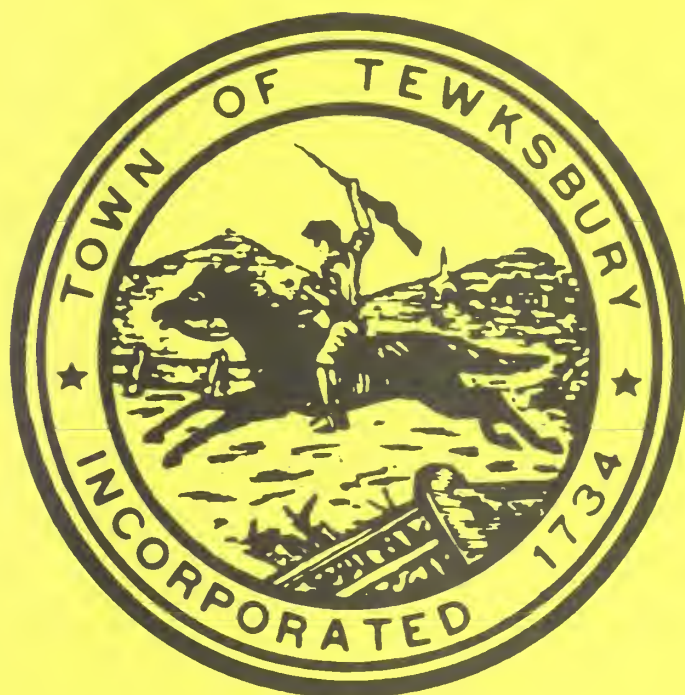
TYPE	MOTIONS	Can be Debated	Can be Amended	Can be Reconsidered	VOTE REQUIRED
Listed In Order of Preference	Adjourn sine die				Majority
	Adjourn to a fixed time or recess	X	X		Majority
	Fix the time for adjournment	X	X	X	Majority
	Question of privilege				None
Subsidiary	Lay on the table			X	Majority
	Previous question				Majority
	Limit or extend debate			X	2/3
	Postpone to a fixed time	X	X	X	Majority
Incidental	Amend	X	X	X	Majority
	Postpone indefinitely	X		X	Majority
	Point of order				None
	Appeal	X		X	Majority
	Withdraw or modify a motion				Majority
	Suspension of rules				2/3
	Main	X	X	X	See notes on following pg.
	Reconsider	*			2/3
	Rescind	*			Majority
	Take from the table				Majority

*Precedence of motion being reconsidered or rescinded and debatable to same extent.

At Your Service

AMBULANCE	851-7355	
Fire Department	851-7355	
Assessors, Town Hall	851-3028	
Auditor, Town Hall	851-7612	
Board of Registrars (Voter Info.)	851-2383	
Building Inspector (DPW Bldg., Whipple Rd.)	851-7461	
Community Action Committee		
Medical Transportation, Fuel Assistance	851-4342	
Dog Officer	851-4311	851-6421
FIRE DEPARTMENT		
To Report a Fire	851-7355	
Other Fire Information	851-7356	
Health Board, Town Hall	851-6371	
Rubbish Disposal	851-6321	
Housing Authority	851-7392	
Library, Harold J. Patten, Town Hall Ave.	851-6071	
Parking Clerk	851-2383	
Planning Board (DPW Bldg., Whipple Rd.)	851-9761	
Plumbing Inspector (DPW Bldg., Whipple Rd.)	851-7461	
POLICE DEPARTMENT, 935 Main Street	851-7373	
DEPARTMENT OF PUBLIC WORKS	851-7373	
Superintendent, Whipple Rd.	851-7341	
Highway, Whipple Rd.	851-7341	
Recreation Dept., Whipple Rd.	851-3161	
Sewer Dept., Whipple Rd.	851-7341	
Town Engineer, Whipple Rd.	851-7341	
Tree Department, Whipple Rd.	851-7341	
Water Dept., Whipple Rd.	851-2351	851-7341
For Emergencies, phone Police Dept.	851-7373	
School Department		
Athletic Director	851-6044	
Loella Dewing School, 1469 Andover St.	851-4316	
Heath Brook School, Shawsheen St.	851-9112	
Junior High School, 10 Victor Drive	851-3709	
Guidance Department	851-3411	
Lunch Program Supervisor	851-9121	
Memorial High School, 320 Pleasant St.	851-2011	851-2022
North Street School, 133 North St.	851-7376	
School Adjustment Counselors Office, Pleasant St.	851-3832	
Louise D. Trahan School, Salem Rd.	851-3119	
Superintendent of Schools, 1469 Andover St.	851-7347	
Town Cable TV Announcements - Don Stewart	851-0341	
Sealers of Weights & Measures	851-2055	
Selectmen, Town Hall	851-4311	
Senior Citizens Drop-In Center, Chandler St.	851-5949	
Town Clerk	851-2383	
Treasurer-Tax Collector, Town Hall	851-7366	
Veterans Agent, Town Hall	851-6441	
Voter Registration	851-2383	
Welfare Department, Lowell	454-8061	
CITIZENS' INFORMATION SERVICE		
Office of Secretary of State	1-800-392-6090	
State Representative, James Miceli	727-2380 (Boston)	
	727-2250 (Boston)	
Congressman, Edward Markey	1-800-442-2013 (Boston)	
Senator, Patricia McGovern	722-1612 (Boston)	

Annual Town Report



1987

Town of Tewksbury

In Memoriam

The 1987 Annual Town Report is dedicated to the deceased Town Officials and Town Employees who have devoted their lives to the betterment of our Town.

Elizabeth Collins
Election Official

Virginia Cooney
Water Department, Bookkeeper

Albert W. Cronin
Firefighter

Benjamin V. Dzwilewski
Conservation Commission
Agricultural Commission
Youth Activities Council
Patriotic Activities Commission

Robert C. Fay
Patriotic Activities Commission
250th Town Celebration Commission

Eugene R. Geary
Personnel Board-Employee Representative

Freda K. Greeno
School Lunch Program

Rae Handley
Election Official

Edmund E. Hoell
Sign by-Law Committee
Swimming Site Committee
Election Warden-Precinct 1-1A

Violet O'Laughlin
Assessors' Office

Arthur Wells
School Committee 1959-1961
Finance Committee

General

Government

Biograph

Town Officers

Elections

Town Committees

Town Meeting Warrants

Annual and Specials

Biograph

1. *Town:*
Tewksbury, Massachusetts
Incorporated in 1734
2. *County:*
Middlesex, ss.
3. *Location:*
At the junction of two new superhighways in northeastern Massachusetts, U.S. Interstate 495 and U.S. Interstate 93. The Town is bordered on the north by the Merrimack River, northeast by Andover, southeast by Wilmington, southwest by Billerica and borders on Lowell on the west. It is 21 miles from Boston, 50 miles from Worcester, 30 miles from Salisbury Beach and 230 miles from New York City.
4. *Population:*

1970 — 22,755	1986 — 26,100
1980 — 24,478	1987 — 26,600
5. *Land Areas:*
20.70 square miles;
10,798.5 acres assessed
6. *Density:*
Person per square mile:

1970 — 1099	1986 — 1260
1980 — 1182	1987 — 1285
7. *Climate:*
Mean annual precipitation — 43.40 inches.
Mean temperature: in January, 26.6 degrees; in July, 73.7 degrees.
8. *Elevation:*
Highest point: Ames Hill, 363 feet;
North section: 200 feet;
West section: 150 feet;
Center, 120 feet;
South section, 150 feet above mean sea level.
9. *Topography:*
Fairly level terrain, with elevations varying from 100 feet to 200 feet above sea level. Soil is a mixture of sandy soil in southern section, wet and moist and of good texture along the central and northern sections.
10. *Established:*
Inhabitants separated from Billerica in 1733.
First Town Meeting held January 14, 1734.
Duly incorporated December 23, 1734.
11. *Form of Government:*
Open Town Meeting.

Elected Officers

Selectmen

William D. Hallisey, Chrm.	1988
Charles E. Coldwell	1990
Charles T. Coppola	1989
Paul H. Sullivan	1988
John J. Kelley, Jr.	1989

Board of Health

William Lindsey	1990
John Lu	1988
Robert D. Rausea, Chrm.	1989

Assessors

Norman Boudreau, Chrm.	1988
Charles Stella	1989
Barbara Flanagan	1990

Town Clerk

Elizabeth Carey	1990
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Treasurer/Collector

Warren Carey	1988
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Auditor

Thomas Berube	1988
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Moderator

William Hurton	1990
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Planning Board

Robert Fowler, Chrm.	1988
Robert Sullivan	1990
George Donovan	1991
Joseph Doherty	1992
Wilfred Lambert	1989

School Committee

Donna Colella	1990
William Emerson, Chrm.	1989
Benjamin Maxwell	1989
Lou Carciofi	1988
Charles LaBella	1988

School Committee — Regional Tech.

Richard Griffin	1989
Peter Downing	1988

Housing Authority

Mary Delaney	1988
Leo Chibas	1990
Roland Roy	1991
Salvatorio Ciaccio	1991
Louise Gearty	1989

Trust Fund Commissioners

Richard Stanton	1989
Laura Stella	1990
Mark Roberts	1988

Library Trustee

Thomas McLeod, Chrm.	1989
George R. Collins	1989
Robert Moore	1990
Eleanor Corey	1990
Sandra McPhail	1988
Donna Haines	1988

Appointive Officers

Town Manager — David G. Cressman

Executive Secretary — Sandra A. Barbeau

Town Counsel — Charles Zaroulis, Esq.

Animal Inspector — James Manley

Appraisers — Board of Selectmen

Attendance Officer — Robert Cook/George Hazel

Board of Appeals

Peter Downing, Chrm.	1988
Bruce Gordon, Jr.	1989
Donald McKinley	1990
Ronald Girard	1988
Louis Carciofi	1988

Associate Members

Charles Gaffney	1988
Robert B. McInnis	1988
Charles J. Stella	1988
Richard Piecewize	1988
Patricia DiBiase	1988

Board of Registrars

Edward Creamer	1989
Robert Hunter	1990
Elizabeth Carey, Clerk	1988
Frederick Montague	1988

Building Commissioner

George Nawn

Cemetery Officer — John Collins

Civil Defense Director — Michael Sitar

Constables — Expiration Date 1988

Sandra Barbeau	Armand Soucy
Alfred Hanley	Donald Stout
Edwina Hudson	John D. Sullivan
Paul Johnson	James Viola
William Zampbell	James R. Penuel
Walter McAvoy, Jr. & Sr.	Wilson E. Brazile
Harold Morang	Walter Collins
Mary Raddatz	Timothy Lynch
Peter Routsis	Albert Pongonis
Rudy Simpson	Joseph R. Smith

Dog Officer
Walter Collins 1988

Fence Viewers
Paul Johnson 1988
Anthony Alessandro 1988

DPW Superintendent — William Burris

Town Historian — Thomas Conlon

Veterans Agent — Thomas Hodgson

Labor Service Director/Affirmative Action Officer

Handicapped Access Coordinator
Thomas Hodgson

Veterans Burial Indigent

Farmer & Dee Inc.
Tewksbury Funeral Home

Veterans Grave Officer — Harry Patterson

Wire Inspector

Jeremiah Delaney
Philip Souza (alternate)

Weighers

Edward H. Bowley
Thomas E. Bowley
Mark Shikles
George Brazee
Domenic Pensanalli
Thomas W. Dewhist
Paul E. Allen
Paul E. Allen, Jr.
Brian E. Allen

Sealer of Weights & Measures — Frank Sullivan

Appointed Committees

Conservation Commission

Robert Greenleaf 1989
Robert Rodgers, Chrm. 1988
Gail Perdicaro 1989
Peter Peters 1988
Cosmo DiBiase 1989
Frank Groom 1988
Barbara Spada 1988

Council on Aging

Susan Sullivan, Chrm. 1989
Anna F. Yonaker 1989
Bernice Sprague 1990
Kisbro Najjar 1990
Ruth McDermott 1989
Warren Hupper 1989

Mary Love 1989
Hetta Thompson 1988
JoAnne Aldrich 1988
Paul McAskill 1990
Dennis DeDeo 1990
Frank Criscitello Alternate

Finance Committee

Dan Power 1989
Joseph Gill, Chrm. 1989
Elias Cooney 1989
Thomas Boyle 1988
Joan DiSousa 1989
Tom Cook 1990
William Goode 1988
Bud Cooney 1989
Paul Sullivan 1990
Barry Tressler 1989

Historic Commission

James J. Gaffney 1990
Kathleen Kinsella 1990
Jack Lu 1990
Eileen McDonough 1990

Industrial Commission

Henry Borazzo 1989
Thomas Girard 1990
Edward G. Brown
Charles Coppola, Chrm. 1988

Municipal Building Committee

Lawrence Driscoll
Robert Ryan
Thomas L. Cook
William J. Latta

Northern Middlesex Area Commission

Edward Flanagan, Board of Selectmen Rep.

Personnel Board

Frances Moore (Emp. Rep.) 1989
Donald Power 1988
Kathleen McLeod 1988
Michael F. Skerry 1989
William Blakeney 1990

Recreation Commission

John Miller, Chrm. 1988
Ernest Lightfoot 1990
Edward Blades 1988
Roy Patterson 1990
William Blakeney 1989

Solid Waste Representative — Edward Flanagan

Industrial Development Financing

Charles A. Gaffney 1988
John Foran 1989
Arthur Ford 1990
Gail Perdicaro 1991
Thomas H. McLeod

Cable Advisory Comm.

Edmund Stoddard
William Hurton
Don Stewart

Patriotic Activities Comm.

John Rosano
Louis Madden
Richard Sutherby
Charles English
Norma Doherty
Alexander Gretskey

Arts Lottery Commission

Karen Gagne
Bess Shilensky
Barbara Karner
Mark Roberts
Mary Jane Marcucci
Susan Sullivan
Ellen Baldwin
Jay Connolly
Betty Scott
Anthony Coviello

Town Manager Screening Committee

David Beattie
Marie Sweeney
Jerome E. Selissen, Chrm. (res.)
Guy Gallelo
Lawrence A. Polimeno
Merrill Marshall

Special Government Districts

Senators in Congress:

HONORABLE EDWARD M. KENNEDY (D)
Senate Office Building, Washington

HONORABLE JOHN KERRY (D)
Senate Office Building, Washington

Congressional District: 7th

EDWARD J. MARKEY
House of Representatives, Washington

State Government

PATRICIA McGOVERN (D)
Second Essex & Middlesex Senatorial Districts
Senate Offices: State House, Boston, Mass.

JAMES R. MICELI (D)
Twentieth Middlesex District of General Courts:
House of Representatives, State House
Boston, Mass.

County Government**Commissioners:**

Bill Schmidt
Thomas J. Larkin
Michael E. McLoughlin

Annual Town Election

Tewksbury, Massachusetts
April 4, 1987

At a meeting of the inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the High School for Precinct 1 and 1A, Graham School for Precinct 2 and 2A, North Street School for Precinct 3 and 3A and the Junior High School for Precinct 4, the following business was transacted. Registers on ballot

boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 10:00 A.M. and closed at 8:00 P.M. There were 1539 votes cast. Precinct 1 — 199; Precinct 1A — 267; Precinct 2 — 211; Precinct 2A — 247; Precinct 3 — 188; Precinct 3A — 238; Precinct 4 — 189.

Precinct 1	Judith Colman, Warden	- Alice Casazza, Clerk
1A	Judith Colman, Warden	- Gladys Collins, Clerk
2	Mary Proverb, Warden	- Celia Wolf, Clerk
2A	Mary Proverb, Warden	- Maxine Drew, Clerk
3	Lorraine Whitten, Warden	- Barbara Cook, Clerk
3A	Lorraine Whitten, Warden	- Dorothy Demarais, Clerk
4	Patricia Hennessy, Warden	- Rita O'Brien, Clerk

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
ONE SELECTMAN — THREE YEARS								
Charles E. Coldwell	145	207	160	169	137	172	136	1126*
Blanks	54	60	51	77	49	64	49	404
Others	0	0	0	1	2	2	4	9
BOARD OF HEALTH — THREE YEARS								
William L. Lindsey	136	210	154	182	127	147	129	1085*
Blanks	62	57	55	65	59	91	60	450
Others	0	0	2	0	2	0	0	4
TOWN CLERK — THREE YEARS								
Elizabeth A. Carey	165	229	176	196	151	185	156	1258*
Blanks	34	38	35	50	36	53	33	279
Others	0	0	0	1	1	0	0	2
MODERATOR — THREE YEARS								
William J. Hurton	152	215	157	188	139	173	147	1171*
Blanks	47	52	54	59	46	65	41	364
Others	0	0	0	0	3	0	1	4
PLANNING BOARD — FIVE YEARS								
Joseph G. Doherty	118	163	111	145	114	122	113	886*
Paul J. McAskill, Jr.	76	88	84	85	62	97	59	551
Blanks	5	16	16	16	12	18	17	100
Others	0	0	0	1	0	1	0	2
SCHOOL COMMITTEE — THREE YEARS								
Donna M. Giordano								
Colella	87	125	122	104	97	115	79	729*
Patricia M.W. Meuse	99	121	79	137	79	102	100	717
Blanks	13	18	8	5	10	21	9	84
Others	0	3	2	1	2	0	1	9

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
TRUSTEES PUBLIC LIBRARY								
Robert F. Kerber	86	131	93	110	94	95	78	687
Eleanor G. Corey	98	107	104	136	106	131	88	770*
Robert W. Moore	115	173	111	122	87	117	106	831*
Blanks	99	123	113	126	89	133	106	789
Others	0	0	1	0	0	0	0	1

TRUST FUND COMMISSIONER — THREE YEARS								
Blanks	179	248	204	239	171	224	169	1434
Laura Stella	2	4	2	0	5	4	5	22*
Warren Brothers	0	4	3	5	0	1	0	13
Charles Gaffney	0	0	0	0	1	0	5	6
Others	18	11	2	3	2	2	10	64

**** RECOUNT April 22, 1987

Donna M. Giordano Colella	730*
Patricia M.W. Meuse	716
Blanks	86
Others	7

* Elected and Qualified

QUESTION NO. 1

Shall the Town of Tewksbury pay one-half of the premium costs payable by the surviving spouse of an employee or retired employee for group general, or blanket hospital, surgical, medical, dental, or other health insurance?

YES — 723 NO — 728

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
QUESTION NO. 1								
YES	89	124	113	102	82	127	86	723
NO	101	124	89	126	97	100	91	728*
Blanks	9	19	9	19	9	11	12	88

RECOUNT April 22, 1987

YES	724
NO	728
BLANKS	87

Attest:
Elizabeth A. Carey, CMC
Town Clerk

ANNUAL TOWN MEETING

May 4, 1987

Tewksbury Memorial High School
Pleasant Street
May 4, 6, 7, 11, 1987

Moderator William Hurton convened the 1987 Annual Town Meeting, called by proper Warrant, at 8:02 P.M., May 4, 1987. There were 460 registered voters and 22 visitors in attendance.

Rev. George Croft, OMI, Pastor of St. William's Church, offered the Invocation and blessings upon the assembly.

A moment of silence was observed in memory of deceased Town Officials and Employees: Ben Dzwilewski, Robert Cook, Robert Fay, and Arthur Wells.

Board of Selectmen, Chairman, William Hallisey presented citations to retired Elected Officials, Mr. Lewis Tremblay, former Assessor and Treasurer/Collector; Mr. Thomas Cook, former member and Chairman of the School Committee and Mrs. Joan Dunlevy, former member and Chairman of the Board of Health.

The Moderator read the guidelines, pertaining to Town Meeting and also designated the area for Town Meeting Visitors.

On Wednesday, May 6, 1987, the Annual Town Meeting reconvened at 8:00 P.M. and with 518 registered voters and 12 visitors in attendance.

On Thursday, May 7, 1987 the Annual Town Meeting reconvened at 8:00 P.M. with 349 registered voters and 5 visitors in attendance.

On Monday, May 11, 1987 The Annual Town Meeting reconvened at 8:00 P.M. with 350 registered voters and 10 visitors in attendance.

ANNUAL TOWN MEETING May 4, 1987

ARTICLE 1. To choose all necessary Town Officers, to choose by ballot, One (1) Selectman for three years; One (1) member of the Board of Health for three years; One (1) Town Clerk for three years; One (1) Moderator for three years; One (1) Planning Board member for five years; One (1) School Committee member for three years; One (1) Trust Fund Commissioner for three years; and Two (2) Library Trustees for three years, and Ballot Question as follows:

Shall the Town of Tewksbury pay one-half of the premium costs payable by the surviving spouse of an employee or retired employee for group general, or blanket hospital, surgical, medical, dental, or other health insurance?

Already accomplished at the annual Town Election, April 4, 1987.

ARTICLE 2. Town Report - A motion was made and second to accept the 1986 Annual Town Report.

The Motion was adopted by a voice vote. 8:14 P.M. (5-4-87)

Finance Committee Chairman, Thomas Boyle motioned to waive the reading of the Warrant Articles.

The Motion was Adopted by a voice vote. 8:14 P.M. (5-4-87)

ARTICLE 3. To see if the Town will vote to fix the salaries of the several elected officials for the fiscal year 1987-88.

	F/Y 87 Present Salary	F/Y 88 Requested Salary	F/Y 88 Fin. Comm. Recommendations	Voted
Assessors				
Chairman	13,000	25,000	15,000	15,000
Members (2)	6,500	7,500	7,500	7,500
Auditor	13,000	35,000	15,000	15,000
Board of Health				
Chairman	500	500	500	500
Members (2)	400	400	400	400
Moderator	500	500	500	500
Planning Board				
Chairman	1,000	1,500	1,150	1,150
Members (4)	700	1,000	800	800
School Committee				
Chairman	1,200	3,500	1,200	3,500
Members (4)	1,000	3,000	1,000	3,000
Selectmen				
Chairman	7,000	7,000	7,000	7,000
Members (4)	6,000	6,000	6,000	6,000
Treasurer/Collector	35,000	40,000	35,000	35,000

MOTIONS: The Finance Committee motioned to Adopt Article 3, per their recommendations.

The Moderator informed the assembly that he would read each position and mark for Debate any position, so moved, to be debated.

The Officials' salaries marked for debate were: Assessors, Auditor, School Committee and Treasurer/Collector.

Officials' salaries not marked for debate: Board of Health, Moderator, Planning Board and Selectmen were Adopted, by a voice vote, per Finance Committee's recommendations. 10:16 P.M. (5-4-87)

ASSESSORS: Mr. Joseph Brown motioned to Raise and Appropriate \$13,000 for the Chairman of the Assessors salary. Mr. Brown's motion was defeated by a voice vote. 10:21 P.M. (5-4-87)

The Finance Committee motioned to Riase and Appropriate \$15,000 for the Chairman of the Assessors salary. The Finance Committee's motion was Adopted by a voice vote. 10:21 P.M. (5-4-87)

The Finance Committee motioned to Raise and Appropriate \$7,500 for the members (2) of the Board of Assessors salary. The Finance Committee's motion was Adopted by a voice. 10:25 P.M. (5-4-87)

AUDITOR: Mr. Joseph Brown motioned to Raise and Appropriate \$13,000 for the Auditor's salary.
Mr. Brown's motion was defeated by a voice vote.
10:25 P.M. (5-4-87)

The Finance Committee motioned to Raise and Appropriate \$15,000 for the Auditor's Salary.
The Finance Committee's motion was Adopted by a voice vote.
10:26 P.M. (5-4-87)

SCHOOL COMMITTEE: The Finance Committee motioned to Raise and Appropriate \$1,200 for the Chairman, School Committee, salary.
The Finance Committee's motion was Adopted by a voice vote.
10:31 P.M. (5-4-87)

Seven (7) voters requested a standing count. The Finance Committee's motion was Defeated. YES 113, NO 169.
10:34 P.M. (5-4-87)

School committee Chairman, William Emerson, motioned to Raise and Appropriate \$3,500 for the Chairman, School Committee, salary.
Mr. Emerson's motion was Adopted by a voice vote.
10:34 P.M. (5-4-87)

The Finance Committee motioned to Raise and Appropriate \$1,000 for salary for members (4) of the School Committee.
The Finance Committee's motion was Defeated by a voice vote. 10:35 P.M. (5-4-87)

Mr. Emerson motioned to Raise and Appropriate \$3,000 for salary for the members (4) of the School Committee.
Mr. Emerson's motion was Adopted by a voice vote.
10:35 P.M. (5-4-87)

TREASURER/COLLECTOR: The Finance Committee motioned to Raise and Appropriate \$35,000 for the Treasurer/Collector's Salary.
The Finance Committee's motion was Adopted by a voice vote.
10:36 P.M. (5-4-87)

ARTICLE 4. To see what sums of money the Town will vote to raise and appropriate or transfer from available funds, or otherwise, for its necessary and expedient purposes, hereinafter designated, and determine that the same be expended only for such purposes under the direction of the respective boards, committees and officers, as follows:

Corrections were made by the Finance Committee on their Finance Committee Recommendations for the following Departments:

Building - Salary	\$ 101,720
DPW - Salary R&A	1,113,919
Salary Total	1,200,586
Well Testing	8,000

MOTION: The Finance Committee motioned to Adopt Article 4 as corrected, in accordance with the Finance Committee's Recommendations.

The Moderator informed the assembly that he would read each Department and mark for Debate any Department, so moved to be Debated.

The Departments NOT marked for Debate were Adopted, per Finance Committee's Recommendations, including the items listed under Unclassified, except for Rubbish Collection; by a voice vote at 10:47 PM (5-4-87)

The Departments marked for Debate were: Auditor, Civil Defense, Department of Public Works, Dog Officer, Fire

Department, Health, Patriotic Activities, Police Department, Recreation, School, Treasurer/Collector and Unclassified (Rubbish Collection).

BUDGET — TOWN OF TEWKSBURY FY88

Article 4 - Annual Town Budget - Effectivew July 1, 1987
(To Raise and Appropriate except where noted)

Department	Salaries & Wages	Operating	Outlay
Ageing	18,130	16,650	2,000
Janitorial Serv.		6,000	
M.V. Home Care			1,600
Appeals	7,547	4,900	256
Assessors	105,899	28,950	
Line Item			15,000
Auditor/Accounting	68,398	1,000	0
Line Item (computer)			15,000
Auxiliary Police	0	1,971	
Building	101,720	8,436	0
Civil Defense	755	2,800	3,775
Line Item			1,200
Town Clerk	76,220	11,400	0
Community Action	32,615	1,505	100
Conservation Commission	7,624	1,000	250
Dept. Public Works			
Total S&W	\$1,200,586		
Rev. Sharing S&W	86,667		
Net R&A S&W		1,113,919	504,300
Snow/Ice Control			101,009
School Lights			0
Sewer/Well Project			25,000
Well Testing			8,000
Water Purchase			600,000
Lrg. Meter Repair			6,000
New Positions (2)	0		
Sewer Coordinator	22,560		
Water/Sewer Billing	40,000		
Roof Repair			0
Playing Field-Liv.St.			10,000
Soccer Field			0
Lease/FE Loader			16,135
Lowell Sewer			70,000
Turf Maintenance			0
Dog Officer	25,573	6,900	0
Election Salary	11,200		
Finance Committee	1,200	750	
Fire Dept.			
Total S&W	\$2,169,488		
Rev. Sharing S&W	86,667		
Net R&A S&W		2,082,821	64,500
Line Item (Work Uniforms)			7,350
New Employees (4)	100,000		
Health	61,098	9,049	256
Rub Col. Adm.			0
Mental Health Assoc.			8,500
New Employee (1)	0		
Rubbish Coll.			0
Library	136,469		1,800
Operating-Ch. 760	\$23,941		
Operating-Ch. 140	1,408		
Operating R&A		20,101	
Operating Total	45,450		
Line Items			7,000
Moderator	500	100	
Parking Clerk	0	3,000	
Patriotic Activities		10,000	
Personnel Board	2,900	185	
Planning Board	57,136	6,150	0

Police Dept.				
Total S&W	1,931,922			
Rev. Sharing S&W	86,667			
Net R&A S&W (includes 5 new Police Officers)	1,845,255	58,215	87,301	
Terminal Leave	43,000			
Retirement	13,888			
O/S Travel			100	
New Police (4)	0			
Recreation	6,100	49,301		
Exceptional Children	9,458	11,750		
Regional School				
Voke Assessment		1,303,033		
Registrars	2,850	3,600		
School Dept.	10,322,003	3,319,829	50,623	
O/S Travel			5,000	
Selectmen	190,377	34,700	12,000	
Line Item			13,500	
Town Counsel	40,000			
Town Hall	37,310	22,500	0	
Treasurer/Collector	199,478	81,390	500	
Unclassified				
Street Lights		110,000		
Unemployment		10,000		
Fire & Liability		300,000		
Cemeteries		1,400		
Cable TV		10,000		
Group Insurance		750,000		
Maturing Debt		1,790,000		
Int/Mat Debt		1,828,065		
Int/Temp Loans		250,000		
Rubbish Collection		1,286,832		
Veterans	48,559	2,540	0	
Line Item		52,000		
Weights & Measures	1,400	500		
	<u>\$16,793,962</u>	<u>\$12,861,446</u>	<u>\$314,811</u>	

ARTICLE 4-ANNUAL BUDGET-FISCAL 1988

Total Budget Appropriation	\$ 30,255,569
Less Revenue Sharing	260,001
Less Chapter 760	23,941
Less Chapter 140	1,408
Budget Appropriation by Taxation	<u>\$ 29,970,219</u>

Elizabeth A. Carey, CMC
Town Clerk

APPROPRIATIONS FOR FISCAL 1988

Article	Raise & Appropriate	Transfer	Borrow
4. ANNUAL BUDGET	29,970,219.00	260,001.00 Rev. Shar. 23,941.00 CH. 760 1,408.00 CH. 140	
5. Reserve Fund	50,000.00		
9. Bus Service Subsidy	31,320.00		
11. Retired Senior Volunteer Program	1,500.00		
13. Pay Certain Outstanding Bills	10,550.03		
19. Kennedy Rd. Drain Line	25,000.00		
24. Accept Drain Easement		1.00	
27. Improve & Repair Primary and/or Local Roads	50,000.00		

38. Prepare Certain Documents for Replacement of Boilers and Assoc. Controls of Heating System at TMHS	25,000.00
39. Shineberg Grievance Settlement	4,000.00
42. North Middlesex Area Comm.	6,895.63
45. Implement Handicapped Regulations Section 51.55 Rev. Sharing	10,000.00
46. Markers/Plaques Historical Comm.	500.00
49. Reimburse RORNA	4,944.88
50. Replace Furnishings-Three Fire Stations	4,500.00
Total Raise & Appropriate	<u>\$30,194,430.54</u>
Total Transfer	<u>285,350.00</u>
Total Borrow	<u>\$.00</u>

APPROPRIATION CERTIFICATE - FISCAL 1988

RECAPITULATION

Tax Levy	\$30,194,430.54
From Revenue Sharing*	260,001.00
From Other Available Funds**	25,349.00
TOTAL APPROPRIATION	<u>30,479,780.54</u>

Schedule A - Revenue Sharing*

Dept. Public Works S&W	86,667.00
Fire Dept. S&W	86,667.00
Police Dept. S&W	86,667.00
	<u>\$260,001.00</u>

Schedule B - Other Available Funds**

Library Oper. CH. 760	23,941.00
Library Oper. CH. 140	<u>1,408.00</u>
	\$25,349.00

Elizabeth A. Carey, CMC

ARTICLE 5. To see what sum of money the Town will vote to raise and appropriate and/or transfer from Overlay Reserve for a reserve fund, pursuant to the provisions of Chapter 40, Section 6; or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned to Adopt and Raise and Appropriate \$50,000.00 for the purpose of Article 5.

VOTED: The Finance Committee's motion to Adopt and Raise and Appropriate \$50,000.00 was Adopted by a voice vote. 9:51 P.M. (5-11-87)

ARTICLE 6. To determine what sum the Town will authorize and direct the Assessors to take from available funds to reduce the tax levy for the current year, or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: Selectmen Chairman, William Hallisey, motioned to Withdraw Article 6.

VOTED: Article 6 was Withdrawn by a voice vote. 9:26 P.M. (5-4-87)

ARTICLE 7. To see what sum of money the Town will vote to transfer from E&D to the Stabilization Fund under the provisions of Chapter 40, Section 5B of the General Laws; or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned for Indefinite Postponement of Article 7.

VOTED: Article 7 was Indefinitely Postponed by a voice vote. 9:42 P.M. (5-7-87)

ARTICLE 8. To see if the Town will authorize the Board of Selectmen to institute suits on behalf of the Town or defend any suits that are, or may be brought against the Town, and to sign any contracts or agreements in behalf of the Town; or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned for the Adoption of Article 8.

VOTED: Article 8 was Adopted by a voice vote. 10:39 P.M. (5-7-87)

ARTICLE 9. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of \$31,320.00 as a subsidy to obtain bus service for the Town of Tewksbury and to authorize the Board of Selectment to execute a contract in the name and in behalf of the Town for such bus service upon terms and conditions as the Board of Selectmen deem advisable, or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned to Adopt and Raise and Appropriate \$31,320 for the purpose of Article 9.

VOTED: The Finance Committee's motion to Adopt and Raise and Appropriate \$31,320.00 was Adopted by a voice vote. 10:22 P.M. (5-11-87)

ARTICLE 10. To see if the Town will vote to authorize the Board of Selectmen to sell, after first giving notice of the time and place of sale by posting such notice of sale in some convenient and public place in the Town and advertising for three successive weeks at least fourteen days before the sale, property taken by the Town under tax title procedure, provided that the Board of selectmen or whomsoever they may authorize to hold such public auction may reject any bid which they deem inadequate, or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned to Adopt Article 10.

VOTED: Article 10 was Adopted by a voice vote. 8:29 P.M. (5-11-87)

ARTICLE 11. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$1,500.00 to be expended by the Retired Senior Volunteer program for the purpose of funding transportation and meals incurred by volunteers serving in the Town of Tewksbury or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned to Adopt and Raise and Appropriate \$1500.00

VOTED: The motion to Adopt and Raise and Appropriate \$1500 was Adopted by a voice vote. 8:29 P.M. (5-11-87)

ARTICLE 12. To see if the Town will vote to transfer certain previously appropriated sums of money to specific existing accounts or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Board of Selectmen motioned to withdraw Article 12

VOTED: Article 12 was withdrawn by a voice vote. 10:25 P.M. (5-11-87)

ARTICLE 13. To see if the Town will vote to raise and appropriate or transfer from available funds the following sums of money for the purpose of paying outstanding bills of previous years or take any other action relative thereto.

FIRE DEPARTMENT

Lowell Ortho Assoc., P.C.	\$ 210.00
St. John's Hospital	\$ 613.00

NEGOTIATOR/CONSULTANT

Murphy, Hesse, Toomey & Lehane	\$ 1170.00
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TOWN COUNSEL

Charles J. Zaroulis	\$ 8200.00
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BUILDING DEPARTMENT

George Nuttall	\$ 115.00
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BOARD OF SELECTMEN

Merrimack Valley Advertiser	\$ 242.03
	<hr/> \$10,550.03

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned to Adopt and Raise and Appropriate \$10,550.03

The Moderator informed the assembly that these are unpaid bills of previous years and a four-fifths (4/5's) vote is required for Adoption of Article 13.

VOTED: The Finance Committee's motion to Adopt and Raise and Appropriate \$10,550.03 was Adopted by a unanimous vote. Not one (1) voter stood in opposition for the Adoption of Article 13. The Moderator ruled, Article 13, Adopted by a unanimous vote. 10:24 P.M. (5-11-87)

ARTICLE 14. To see if the town will vote to amend the town bylaw by adding the following section:

ARTICLE XII: RECREATIONAL AND SNOW VEHICLES: No person shall operate a recreational vehicle, which is any motor vehicle designed for use over unimproved terrain, except vehicles used for agriculture, forestry, lumbering or construction, or a snow vehicle, which is a motor vehicle designed to travel over ice or snow supported in whole or in part by skis, belts, or cleats, ion the Town of Tewksbury, except that emergency and public safety officials may use such vehicles for emergency purposes.

Except that said vehicles may be operated only on the premises of the owner of said vehicle or members of his immediate family.

Violations of this bylaw are punishable by a fine of not more than \$300.00 for each offense.
or take any action relative thereto.

BOARD OF SELECTMEN

MOTIONS: The Finance committee motioned for Indefinite Postponement. The Board of Selectmen motioned to Amend and Adopt Article 14.

Mr. Robert Bendix motioned to Amend, Article 14, with Two (2) Amendments.

VOTED: Mr. Bendix's First (1st) Amendment was Adopted by voice vote. 9:11 P.M. (5-4-87)

Mr. Bendix's Second (2nd) Amendment was adopted by a voice vote. 9:13 P.M. (5-4-87)

The Board of Selectmen's Amendment was Adopted by a voice vote. 9:13 P.M. (5-4-87)

Finance Committee's motion for Indefinite Postponement failed by a voice vote. 9:25 P.M. (5-4-87)

Article 14 was Adopted, as Amended, by a voice vote, 9:25 P.M. (5-4-87)

AMENDMENTS:

1st Amendment: No person shall operate an uninsured, unregistered...etc.

delete: or a snow vehicle...etc.

2nd Amendment: Delete 2nd paragraph and add: Except with the express permission of said landowner.

Bd. of Selectmen: delete paragraph 3 and add a new paragraph 3

"Violations of this bylaw are punishable by the following fines:

1st Offense	\$ 50.00
2nd Offense	100.00
3rd Offense	150.00
4th Offense	200.00
5th Offense	300.00

ARTICLE 15. To see if the town will vote to amend the town bylaws by adding the following section.

ARTICLE XIII: NOISE BYLAW: (1) No person owning, leasing, or controlling a source of sound shall willfully, negligently, or through failure to provide necessary equipment, service, or maintenance or to take necessary precautions cause, suffer, allow, or permit unnecessary emission from said source of sound that may cause noise.

(2) This bylaw shall pertain to, but shall not be limited to, prolonged unattended sounding of burgular alarms, motor vehicle trucks idling for more than five minutes, construction and demolition equipment which characteristically emit sound but which may be fitted and accommodated with equipment such as enclosures to suppress sound or may be operated in a manner so as to suppress sound, suppressable and preventable industrial and commercial sources of sound, and other man-made sounds that cause noise.

(3) This bylaw shall not apply to sounds emitted during and associated with:

- (a) parades, public gatherings, or sporting events, for which permits have been issued;
- (b) emergency police, fire, and ambulance vehicles;
- (c) police, fire, and civil and national defense activities;
- (d) domestic equipment such as lawn mowers and power saws between the hours of 7:00 a.m. and 9:00 p.m.
- (e) places of amusement, parks and recreation areas.

(4) The police department, fire department, board of health officials, building commissioner or inspector are hereby authorized to enforce this bylaw.

(5) Violations of this bylaw are punishable by fine of not more than \$300.00 for each offense.

(6) If any part, section, or provision of this bylaw is found to be invalid, the remainder shall not be affected thereby. or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Board of Selectmen motioned to Amend Article 15 with three (3) Amendments and Adopt Article, as Amended.

VOTED: The Board of Selectmen's First (1st) Amendment was uncertain by a voice vote.

The Board of Selectmen's First (1st) Amendment was Adopted by a Standing Count: 224 YES, 113 NO. 8:39 P.M. (5-4-87)

The Board of Selectmen's Second (2nd) Amendment was Adopted by a voice vote. 8:40 P.M. (5-4-87)

The Board of Selectmen's Third (3rd) Amendment was Adopted by a voice vote. 8:41 P.M. (5-4-87)

A motion was made to Reconsider the First (1st) Amendment of Article 15.

Reconsideration failed on a Standing Count, by the required 2/3's vote: 208 YES NO 108. (210.6) 8:52 P.M. (5-4-87)

The Motion to Adopt Article 15, as Amended was uncertain by a voice vote. The Moderator conducted another voice vote and ruled Article 15 was defeated. 8:53 P.M. (5-4-87)

Seven (7) voters requested a Standing Count.
Article 15, as amended, was Defeated by a Standing Count: 183 YES 186 NO. 8:57 P.M. (5-4-87)

ARTICLE 15 RECONSIDERED

MOTION: Mr. Walter Maciel moved to Reconsider Article 15. The motion was second. The Moderator informed the assembly that Reconsideration would require a 2/3's vote.

VOTED: Motion to Reconsider Article 15 was Adopted. 272 YES, 55 NO. (218) 9:33 P.M. (5-4-87)

The Moderator informed the assembly, "We are starting from scratch, no previous amendments - no nothing."

MOTIONS: A motion was made to Adopt Article 15. A motion was made to Move the Question and carried by a voice vote. 9:45 P.M. (5-4-87)

Mr. Maciel motioned to Amend Article 15 with Three (3) Amendments.

Mr. Maciel's First (1st) Amendment was Adopted by a voice vote. 9:46 P.M. (5-4-87)

Mr. Maciel's Second (2nd) Amendment was Adopted by a voice vote. 9:47 P.M. (5-4-87)

Mr. Maciel's Third (3rd) Amendment was Adopted by a voice vote. 9:48 P.M. (5-4-87)

Article 15 was Adopted as Amended, by a Voice vote. 9:48 P.M. (5-4-87)

AMENDMENTS:

First Amendment: amend section 3(d) by adding after 9:00 P.M. "Weekdays and between the hours of 9:00 A.M. to 9:00 P.M. Sundays."

Second Amendment: amend by adding new section (f) Idling of school buses.

Third (3rd) Amendment: amend by deleting section 5 and by adding a new paragraph 5: "Violations of this by law are punishable by the following fines:

<i>1st Offense</i>	<i>\$50.00</i>	<i>4th Offense</i>	<i>\$200.00</i>
<i>2nd Offense</i>	<i>\$100.00</i>	<i>5th Offense</i>	<i>\$300.00</i>
<i>3rd Offense</i>	<i>\$150.00</i>		

ARTICLE 16. To see if the town will vote to establish a procedure for setting salaries for the Permanent Police Chief and Permanent Fire Chief, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Board of Selectmen motioned to Amend and Adopt Article 16.

VOTED: The Board of Selectmen's Amendment was Adopted by a voice vote. 8:18 P.M. (5-4-87)

Article 16 was Adopted, as Amended, by a Secret Ballot. 265 YES, 53 NO. 8:31 P.M. (5-4-87)

AMENDMENT: Amend Section III, WAGE SCHEDULE, of the Personnel By-Law by adding the following:

	<i>V</i>	<i>VI</i>
<i>Police Chief (Permanent)</i>	<i>\$42,500</i>	<i>\$45,000</i>
<i>Fire Chief (Permanent)</i>	<i>\$42,500</i>	<i>\$45,000</i>

Both positions will be entitled to educational incentive pay.

ARTICLE 17. To see if the Town will vote to direct the Board of Selectmen to request our State Representative to file with the General Court the following amendments to the Town Charter:

1. Change Section 2 by removing line 3 and inserting on line 2 after the words "counsel and" the phrase, "except as otherwise provided by town bylaw."

2. Change Section 5A by deleting everything on line 9 after the word "years as a" and inserting in its place the phrase "city manager, assistant city manager, town manager, assistant town manager or head executive officer of a municipal—"

3. Change Section 5A by deleting the last sentence and inserting in its place the sentence "Any person holding elective office in Tewksbury shall be ineligible for appointment as town manager for a period of two years after leaving office."

4. Delete Section 9 and replace it with "The Selectmen shall fix the salary of the town manager, subject to town meeting appropriation."

5. Change Section 10E by deleting everything after "Selectmen except" and inserting in its place "when excused by the Board of Selectmen."

6. Change Section 15 by adding at the end of paragraph 2 the sentence "Such appointments will be for year terms but may be terminated under the procedure described in Section 8."

7. Change Section 16, line 1 to read "At the time provided by town bylaw, the"

8. Change Section 16, line 16 by deleting the phrase "at least 120 days prior to the annual town meeting" and inserting in its place the phrase "at the time provide by town bylaw"

9. Change Section 17, line 3 by deleting the phrase "On or before the seventy-fifth day prior to the annual town meeting" and inserting in its place the phrase "At the time provided by town bylaw."

10. Add Section 23 "This Charter may be amended by town meeting action with the following restrictions:

1. Votes for approval must be by secret ballot
2. A 2/3 vote is required for passage
3. Action may only be taken at an annual town meeting
4. Articles amending the town charter shall be the first articles taken up for action at the first session of the annual town meeting, notwithstanding placement in the warrant and any town bylaws to the contrary.

BOARD OF SELECTMEN

MOTIONS: The Board of Selectmen motioned to Amend Article 17 with two (2) Amendments: (item #2 and item #6) and Adopt the Article as Amended.

Mr. Kuchinski motioned for Indefinite Postponement of the Board of Selectmen's Amendment to item #6. Mr. Kuchinski withdrew his motion. 8:36 P.M. (5-11-87)

Mr. Joseph Brown motioned to Indefinitely Postpone the Board of Selectmen's Amendment to item #6.

Ms. Cynthia Carson motioned to Amend item #3.

VOTED: The Board of Selectmen's motion to Amend item #2 was Adopted by a voice vote. 8:49 P.M. (5-11-87)

Ms. Carson's motion to Amend item #3 was Adopted by a voice vote. 8:50 P.M. (5-11-87)

Mr. Brown's motion to Indefinitely Postpone, the Board of Selectmen's Amendment to item #6, was uncertain by a voice vote. 8:51 P.M. (5-11-87)

The Moderator conducted another voice vote, and Indefinite Postponement was Adopted. 8:51 P.M. (5-11-87)

Seven (7) voters requested a Standing Count.

Mr. Brown's motion to Indefinitely Postpone, the Board of Selectmen's Amendment to item #6, was Adopted. 166 YES, 62 NO 8:54 P.M. (5-11-87)

A voter asked for a Point of Information concerning item #6. The Moderator informed the assembly, that item #6 remains as is, in the Article 17, in the Warrant.

The motion to Adopt Article 17, as Amended, was Adopted by a voice vote. 8:56 P.M. (5-11-87)

Selectman Charles Coppola motioned to Reconsider Article 17, "In hopes it will carry to eliminate item #6."

Motion to Reconsider Article 17 was Adopted by the required two-thirds (2/3) vote. 178 YES, 37 NO (143.3) 8:59 P.M. (5-11-87)

The Moderator informed the assembly that Article 17 is before us. "There are no motions, no amendments, we have nothing. We are starting from point 0."

MOTIONS: Selectman Charles Coppola motioned to Adopt Article 17, as previously Amended and Adopted; motioned to Indefinitely Postpone item #6, both in the Article as proposed and as Amended; and motioned to Move the Question.

Assessor Barbara Flanagan motioned to Adopt and Amend item #6.

Mr. Paul Fasel motioned to Indefinitely Postpone Article 17.

Selectman Paul Sullivan motioned to Indefinitely Postpone, as Amended, item #6 and motioned to Move the Question.

Ms. Carson asked if her motion was still in effect?

The Moderator informed the assembly that Selectman Coppola's motion put all previous motions back on the floor.

Selectman Jay Kelley motioned to Amend the Article by putting in the previous Board of Selectmen's Amendment to item #6.

Mr. Barry Tressler motioned to Indefinitely Postpone section 2 of item #10.

The motion to Move the Question was Adopted by a voice vote. 9:14 P.M. (5-11-87)

VOTED: The Board of Selectmen's motion to Amend item #2 was Adopted by a voice vote. 9:15 P.M. (5-11-87)

Ms. Carson's motion to Amend item #3 was Adopted by a voice vote. 9:16 P.M. (5-11-87)

The Moderator informed the assembly that there were two (2) motions made to the Board of Selectmen's Amendment to item #6.

1. To Indefinitely Postpone the Board of Selectmen's Amendment to item #6.

2. To Adopt the Board of Selectmen's Amendment to item #6.

VOTED: The motion to Indefinitely Postpone the Board of Selectmen's Amendment to item #6 was uncertain by a voice vote. 9:18 P.M. (5-11-87)

The Moderator conducted another voice vote. This voice vote was also uncertain. 9:18 P.M. (5-11-87)

The Moderator conducted a Standing Count. The Board of Selectmen's Amendment to item #6 was Indefinitely Postponed. 117 YES, 96 NO 9:20 P.M. (5-11-87)

The Moderator informed the assembly that there were two (2) more motions to item #6.

1. Indefinite Postponement of original as it appears in the Warrant. Strike entire #6 from Article.

2. Assessor Flanagan's Amendment.

VOTED: The motion to Indefinitely Postpone the entire item #6 in the Warrant was Adopted by a voice vote. 9:22 P.M. (5-11-87)

Mrs. Flanagan requested a standing count. Only three (3) voters stood in favor of a standing count. The request failed.

Article 17 was Adopted, as Amended, by a voice vote. 9:24 P.M. (5-11-87)

A motion was made to Reconsider Article 17, "In hopes it doesn't prevail."

Not one (1) voter stood in the affirmative, over fifty (50) voters stood in opposition to Reconsideration. The Moderator ruled that Reconsideration Failed. 9:25 P.M. (5-11-87)

Board of Selectmen's Amendment to Item #2:

Change Section 5A by deleting the sentence beginning on line 7 with the words "He shall. . ." and inserting in its place "He shall possess at least a bachelors degree and 5 years experience as a city manager, assistant city manager, town manager, assistant town manager, or comparable position in government. A masters degree may be substituted for 2 years experience."

Ms. Carson's Amendment to Item #3:

Change Section 5A by deleting the last sentence and inserting in its place the sentence "Any person holding elective office in Tewksbury shall be ineligible for appointment as town manager for a period of 5 years after leaving office."

Strike from Warrant Article 17, Item #6.

ARTICLE 18. To see if the Town will vote that the Division of Civil Service be directed to permit Beverly B. Mosher, 30 Rounsvelt Road, Tewksbury, Ma. 01876, to take an examination for the position of Police Officer, notwithstanding that her age exceeds the maximum age requirement for certification and appointment to said position in the Town of Tewksbury, and further, if necessary, to authorize the Board of Selectmen to petition the General Court to enact a Special Act permitting said Beverly B. Mosher to take an examination for the position of Police Officer, notwithstanding that her age exceeds the maximum requirement for certification and appointment to said position, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTIONS: The Finance Committee motioned for Adoption of Article 18.

Mr. Joseph Brown motioned for Indefinite Postponement.

VOTED: Mr. Brown's motion for Indefinite Postponement was Defeated. 10:20 P.M. (5-11-87)

The Finance Committee's motion for Adoption was Adopted by a voice vote. 10:21 P.M. (5-11-87)

ARTICLE 19. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$25,000.00 to construct a drain line on Kennedy Road or take any action relative thereto.

BOARD OF PUBLIC WORKS

MOTIONS: The Finance Committee motioned to Indefinitely Postpone Article 19.

A motion was made to Adopt and Raise & Appropriate \$25,000.

VOTED: The Finance Committee's motion for Indefinite Postponement was defeated by a voice vote. 9:50 P.M. (5-11-87)
The motion for Adoption and to Raise and Appropriate \$25,000 for the purpose of Article 19 was Adopted by a voice vote. 9:50 P.M. (5-11-87)

ARTICLE 20. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$80,000.00 to be expended by the Board of Public Works to paint the entire exterior of the water tank off Astle Street, or take any other action relative thereto.

BOARD OF PUBLIC WORKS

MOTION: The Board of Selectmen motioned to withdraw Article 20.

VOTED: Article 20 was Withdrawn by a voice vote. 8:02 P.M. (5-11-87)

ARTICLE 21. To see if the Town will vote to accept a sewer line constructed by Joseph Aubu, Joseph McNeil and Richard Qualey on the following streets as laid out according to a plan on file with the Tewksbury Department of Public Works:

Portions of Main Street, Livingston Street and cross country or take any other action relative thereto.

BOARD OF PUBLIC WORKS

MOTION: The Board of Selectmen motioned to Withdraw Article 21.

VOTED: Article 21 was Withdrawn by a voice vote. 9:52 P.M. (5-11-87)

ARTICLE 22. To see if the Town will vote to accept a sewer line constructed by Indian Ridge Development as shown on a plan on file with the Department of Public Works:

Cross Country and Apache Way or take any other action relative thereto.

BOARD OF PUBLIC WORKS

MOTION: The Board of Selectmen motioned to Withdraw Article 22.

VOTED: Article 22 was withdrawn by a voice vote. 10:21 P.M. (5-11-87)

ARTICLE 23. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$75,000.00 for engineering services to prepare a Water Distribution System Study for modification and additions to the Town's water system or take any other action relative thereto.

BOARD OF PUBLIC WORKS

MOTION: The Board of Selectmen motioned to Withdraw Article 23.

VOTED: Article 23 was Withdrawn by a voice vote. 9:26 P.M. (5-11-87)

ARTICLE 24. To see if the Town will vote to accept for \$1.00 a drain easement from Barbara A. Wile of 103 Marshall Street all as shown on a plan filed with the Department of Public Works or take any action relative thereto.

BOARD OF PUBLIC WORKS

MOTION: The Finance Committee motioned to adopt and Raise and Appropriate \$1.00 for the purpose of Article 24.

VOTED: The Finance Committee's motion was Adopted by a voice vote. 10:03 P.M. (5-4-87)

ARTICLE 25. To see if the Town will vote to amend the Personnel Bylaws as follows:

DPW SUPERINTENDENT

Step I	Step II	Step III	Step IV	Step V	Step VI
		7/1/86			
32,200.	34,132.	36,179.	38,349.	40,649.	43,088.
		1/1/87			
33,649.	35,668.	37,807.	40,075.	42,478.	45,027.
		7/1/87			
35,163.	37,273.	39,508.	41,878.	44,390.	47,053.
		1/1/88			
36,745.	38,950.	41,286.	43,763.	46,388.	49,170.
or take any action relative thereto.					

BOARD OF PUBLIC WORKS

MOTIONS: The Finance Committee motioned for Indefinite Postponement of Article 25.

The Board of Selectmen motioned for Adoption.

The Moderator permitted the Finance Committee to withdraw their motion for Indefinite Postponement because the vote for Adoption of Article 25 would be taken by Secret Ballot.

VOTED: Article 25 was defeated. Secret Ballot vote - YES 59 NO 261 9:31 P.M. (5-7-87)

Mr. Michael Skerry motioned for the Reconsideration of Article 25.

VOTED: Not one (1) voter stood in favor of Reconsideration. Over 100 voters were opposed to Reconsideration. Reconsideration failed by a unanimous vote. 9:32 P.M. (5-7-87)

ARTICLE 26. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$945.50 for fiscal year 1987 and the sum of \$5,174.50 for fiscal year 1988 total of \$6,120.00 to implement Article 25 or take any action relative thereto.

BOARD OF PUBLIC WORKS

MOTION: The Finance Committee motioned for Indefinite Postponement.

VOTED: Article 26 was INdefinitely Postponed by a voice vote. 9:33 P.M. (5-7-87)

ARTICLE 27. To see if the Town will vote to raise and appropriate the sum of \$50,000.00 to be expended by the Board of Public Works for the purpose construction, reconstruction, improvement and repair of primary and/or local roads and to determine how any such sum shall be raised, whether by taxation, by transfer, from available funds, by borrowing or otherwise, and if by borrowing to authorize the Treasurer with the approval of the Selectmen to borrow not exceeding the sum of \$50,000.00 under and pursuant to Chapter 44 Section 7 (5), of the General Laws as amended and supplemented, or any other enabling authority, and to issue bonds and notes of the Town therefore, and the Selectmen are authorized to apply for, accept and expend any State aid or reimbursement that may be available for the foregoing purposes, approximately seventy-five (75%) of the sum hereinbefore appropriated being expected to be reimbursed by the commonwealth under various statutes, provided that the borrowing hereinafter authorized shall be reduced by the amount of such reimbursement agreed to by the Commonwealth and that the Treasurer with the approval of the Selectmen is authorized to borrow such sums as may be necessary in anticipation of such reimbursement pursuant to Chapter 44, Section 6A, of the General Laws, or take any action relative thereto.

BOARD OF PUBLIC WORKS

MOTION: The Finance Committee motioned to Adopt and Raise and Appropriate \$50,000 for the purpose of Article 27.

VOTED: Article 27 was Adopted by a voice vote. 10:40 P.M. (5-7-87)

ARTICLE 28. To see if the Town will vote for the Board of Public Works/Selectmen to enter into leasing programs with the option to purchase equipment for the Department of Public Works. Said contract shall be subject to annual appropriation.

BOARD OF PUBLIC WORKS

MOTION: The Board of Public Works (Board of Selectmen) motioned to Withdraw Article 28.

VOTED: Article 28 was Withdrawn by a voice vote. 9:43 P.M. (5-7-87)

ARTICLE 29. To see if the Town will vote to raise and appropriate, or transfer from available funds, or borrow a sum of \$295,000.00 for the designs of sanitary sewers and their appurtenances on various streets in Town and to see if the Town will vote to authorize the Board of Selectmen/Board of Public Works to acquire any fee, easement or other interest in land necessary therefore, whether by eminent domain, purchase or gift, or otherwise; and to see how said sum should be raised

whether by taxation, transfer, borrowing, contributions, or otherwise, and if by borrowing to authorize the issuance of bonds and notes of the Town, and to authorize the Board of Selectmen/Board of Public Works to apply for, accept and expend any federal, state or private grants or contributions that may be available with respect to the project, all of which contributions and grants shall be applied to the project cost in addition to the sums appropriated by the Town for such purposes, and the Treasurer is hereby authorized to borrow the initial necessary funds that will enable the Board of Public Works to engage a consulting engineer to finalize the surveys, assessment plans, permits, design, contract plans and documents for the proposed project, that must be completed before the State's Water Pollution Division will award the State's "Chapter 557 Program" Sewer Lateral Grant in Fiscal Year 1988.

BOARD OF PUBLIC WORKS

MOTION: The Board of Selectmen motioned to Withdraw Article 29.

VOTED: Article 29 was Withdrawn by a voice vote. 8:56 P.M. (5-7-87)

ARTICLE 30. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for the purpose of refurbishing and landscaping the baseball field and recreational area adjacent to the Tewksbury Memorial High School. Said sum to be expended by the Secondary School Building Committee, or take any other action relative thereto.

WILLIAM D. HALLISEY

MOTION: The Finance Committee motioned for Indefinite Postponement. Mr. William Hallisey motioned to Adopt and Raise and Appropriate \$35,000.

VOTED: The Finance Committee's motion for Indefinite Postponement Failed by a voice vote. 10:08 P.M. (5-4-87) Mr. Hallisey's motion for Adoption was uncertain by a voice vote. Article 30 was Defeated on a Standing Count: 120 YES, 169 NO 10:11 P.M. (5-4-87)

MR. Hallisey motioned for Reconsideration of Article 30 on Wednesday May 6, 1987 at 8:02 P.M. The Moderator confirmed the time element through the Town Clerk's Record of Minutes and informed Mr. Hallisey that he would accept his motion for Reconsideration.

MOTION: School Committee Chairman, William Emerson, motioned for Reconsideration of Article 30.

VOTED: Reconsideration of Article 30 was Defeated on a Standing Count: 124 YES, 129 NO 8:56 P.M. (5-7-87) Two-thirds (2/3/) vote required (168.6)

ARTICLE 31. To see if the Town will vote to amendj the Personnel Bylaw by deleting the entire Section V, Grievance Procedure, and substituting, therefore, the following:

1. A grievance is a dispute arising out of an alleged violation of a specific provision of the Personnel Bylaw. Time is of the essence in this grievance procedure and failure to file or appeal on a timely basis shall constitute a waiver of the grievance.
2. Any incident which occurred or failed to occur prior to the effective date of any amendment to this bylaw shall not be the subject of any grievance hereunder.
3. Submission of grievances at each step shall be submitted in writing, and shall be signed by the aggrieved employee.
4. Grievances shall be processed as follows:

Step 1. The aggrieved employee shall take up the grievance or dispute in writing with the employee's immediate supervisor within ten (10) working days of the date of the grievance or the employee's knowledge of its occurrence. A copy of the written grievance must be filed simultaneously with the Appointing Authority. The supervisor shall attempt to adjust the matter informally and shall respond to the employee within three (3) working days.

Step 2. If the grievance has not been settled, it shall be presented in writing to the department head within three (3) working days after the supervisor's reponse is due. A copy of the written grievance must be filed simultaneously with the Appointing Authority. The department head shall respond to the employee in writing within three (3) working days.

Step 3. If the grievance still has not been settled, it shall be presented to the Appointing Authority in writing within five (5) working days after the response of the department head is due. The Appointing Authority shall respond in writing within thirty (30) working days.

Step 4. If the grievance is still unsettled, either party may, within thirty (30) days after the reply of the Appointing Authority is due, submit the matter to the Personnel Relations Review Board for hearing in accordance with the Board's rules and regulations.

Failure to appeal in writing within the time limits specified in the above steps shall be a waiver of the grievance. or take any other action relative thereto.

PERONNEL BOARD

MOTION: The Finance Committee motioned to Adopt Article 31.

VOTED: Article 31 was Adopted by a voice vote. 9:04 P.M. (5-4-87)

ARTICLE 32. To see if the Town will vote to amend Section III, WAGE SCHEDULE, of the Personnel Bylaw, by deleting:

	I	II	III	IV	V	VI
Building Custodian						
Police Department						
Effective 7/1/87	2,153	2,282	2,420	2,565	2,718	2,899
Effective 1/1/88	2,250	2,385	2,529	2,681	2,840	3,030
And adding:						
Building Custodian						
PartTime—Hourly						
Effective 7/1/87	6.86	7.27	7.71	8.17	8.66	9.18
Effective 1/1/88	7.16	7.59	8.05	8.53	9.05	9.60

or take any other relative thereto.

PERSONNEL BOARD

MOTION: The Finance Committee motioned for the Adoption of Article 32.

VOTED: Article 32 was Adopted by a Secret Ballot: 154 YES, 47 NO. 9:36 P.M. (5-11-87)

ARTICLE 33. To see if the Town will vote to correct an error of omission, that failed to include the Sealer of Weights & Measures in the Personnel Bylaw WAGE SCHEDULE, approved at the Special Town Meeting of June 16, 1986, by adding to the WAGE SCHEDULE:

	I	II	III	IV	V	VI
Sealer of Weights & Measures						
Effective 7/1/87	983	1,044	1,108	1,173	1,244	1,325
Effective 1/1/87	1,027	1,091	1,158	1,226	1,300	1,385
Effective 7/1/87	1,073	1,140	1,210	1,281	1,359	1,447
Effective 1/1/88	1,121	1,191	1,264	1,339	1,420	1,512

or take any other action relative thereto.

PERSONNEL BOARD

MOTION: The Finance Committee motioned to Adopt Article 33.

VOTED: Article 33 was Adopted by a Secret Ballot. 103 YES 17 NO 10:44 P.M. (5-11-87)

ARTICLE 34. To see if the Town will vote to amend Section III, WAGE SCHEDULE, of the Personnel Bylaw, by deleting:

	I	II	III	IV	V	VI
Recreation Leader						
Full Time						
Effective 7/1/87	10,420	11,046	11,874	12,411	13,156	14,010
Effective 1/1/88	10,889	11,543	12,408	12,969	13,748	14,640
Recreation Assistant						
Leader—Part Time						
Effective 7/1/87	5,210	5,523	5,855	6,206	6,577	7,009
Effective 1/1/88	5,445	5,772	6,119	6,485	6,873	7,324

And adding:

Recreational Leader	
Seasonal—Hourly	7.50
Recreation Assistant	
Leader—Seasonal	
Hourly	5.00

or take any other action relative thereto.

PERSONNEL BOARD

MOTION: The Finance Committee motioned for Adoption of Article 34.

Mrs. Barbara Flanagan motioned to Amend Article 34.

VOTED: Mrs. Flanagan's Amendment was Adopted by a voice vote. 11:00 P.M. (5-7-87)

The Finance Committee's motion for Adoption, as Amended, was Adopted by a Secret Ballot: 126 YES, 36 NO. 11:08 P.M. (5-7-87)

AMENDMENT: delete: "And adding". . . .etc.

ARTICLE 35. To see if the Town will vote to amend the Personnel Bylaws, Section 3 Wage Schedule by adding the position of Sanitarian and including a salary scale as follows:

I	II	III	IV	V	VI
22,595	23,950	25,388	26,910	28,525	30,236

or take any other action relative thereto.

BOARD OF HEALTH

MOTION: The Board of Health motioned to Withdraw Article 35.

VOTED: Article 35 was Withdrawn by a voice vote. 8:57 P.M. (5-7-87)

ARTICLE 36. To see if the Town will vote to amend the Personnel Bylaws, Section 3, Wage Schedule:

Director of Public Health

I	II	III	IV	V	VI
26,910	28,525	30,236	32,050	33,973	36,012

or take any other action relative thereto.

BOARD OF HEALTH

MOTION: Board of Health Chairman, Robert Rauseo, motioned to Withdraw Article 36.

VOTED: Article 36 was Withdrawn by a voice vote. 9:27 P.M. (5-4-87)

ARTICLE 37. To see if the Town will vote to instruct the Board of Selectmen and the School Department to formulate a No-Smoking policy in Municipal Buildings, such policy to be approved at next Annual Town Meeting, or take any other action relative thereto.

BOARD OF HEALTH

MOTION: The Finance Committee motioned to Adopt Article 37.

VOTED: Article 37 was Adopted by a voice vote. 9:05 P.M. (5-4-87)

ARTICLE 38. To see if the Town will vote to raise and appropriate or transfer from available funds \$25,000 to be expended by the School Committee, to prepare engineering, architectural and bid documents for the replacement of the boilers and associated heating controls in the heating system at Tewksbury Memorial High School or take any action relative thereto.

TEWKSBURY SCHOOL COMMITTEE

MOTION: The Finance Committee motioned for Indefinite Postponement of Article 38.

The School Committee motioned for Adoption and to Raise and Appropriate \$25,000.

VOTED: The Finance Committee's motion for Indefinite Postponement failed by a voice vote. 10:02 P.M. (5-4-87)

The School Committee's motion to Adopt and Raise and Appropriate \$25,000 was Adopted by a voice vote. 10:02 P.M. (5-4-87)

ARTICLE 39. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$4,000 to pay Gail Shinberg, an employee of the School Department, in full settlement of a grievance awarded to her or take any action relative thereto.

TEWKSBURY SCHOOL COMMITTEE

MOTION: The Finance Committee motioned for Indefinite Postponement.

School Committee Chairman, Wm. Emerson, motioned to Adopt and Raise and Appropriate \$4,000.

VOTED: The Finance Committee's motion for Indefinite Postponement failed by a voice vote. 9:02 P.M. (5-4-87)

The School Committee's motion to Adopt and Raise and Appropriate \$4,000 was Adopted by a voice vote. 9:02 P.M. (5-4-87)

ARTICLE 40. To see if the Town will vote to raise and appropriate \$18,000 to be expended by the School Committee, for expanding the parking area at Tewksbury Memorial High School or take any action relative thereto.

TEWKSBURY SCHOOL COMMITTEE

MOTION: The School Committee motioned to Withdraw Article 40.

VOTED: Article 40 was Withdrawn by a voice vote. 9:44 P.M. (5-7-87)

ARTICLE 41. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$35,000 to be expended by the School Committee, for the purpose of preparing preliminary plans and specifications for replacing/repairing the roofs at Tewksbury Memorial High School, Tewksbury Jr. High School, the North Street School, Louise Davy Trahan School, Health Brook School and the Loella F. Dewing School, or take any action relative thereto.

TEWKSBURY SCHOOL COMMITTEE

MOTIONS: The Finance Committee motioned for Indefinite Postponement of Article 41.

The School Committee motioned to Adopt and Raise and Appropriate \$35,000.

Voted: Article 41 was INdefinitely Postponed by a voice vote. 10:51 P.M. (5-7-87)

A motion was made to Reconsider Article 41.

VOTED: Reconsideration Failed by a Standing Count: NOT one (1) voter was in favor of Reconsideration and more than fifty (50) voter opposed Reconsideration 10:52 P.M. (5-7-87)

ARTICLE 42. To see if the Town will vote to raise and appropriate the sum of \$6895.63 for the purpose of paying the Town of Tewksbury's cost to the Northern Middlesex Area Commission pursuant to the provisions of Mass. General Laws Chapter 40B Sec. 7 for July 1, 1987 through June 30, 1988, or take any other action relative thereto.

PLANNING BOARD

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$6,895.63.

VOTED: Finance committee's motion to Adopt and Raise and Appropriate \$6,895.63 was Adopted by a voice vote. 10:21 P.M. (5-4-87)

ARTICLE 43. To see if the Town will vote to amend the Zoning Bylaws, Section 4.6, Footnote 6 to read as follows:

DELETE: "the Northeast"

ADD: "a" where it now reads "the Northeast."

Section 4, Paragraph 6, Notes For Use Regulation Schedule:

(6) A Solid Waste Resource Recovery Facility is prohibited in all districts except for approximately 62 acres located on the southwesterly side of an adjacent to Interstate 93 that may be utilized as the Northeast Solid Waste Resource Recovery Facility, provided the site is approved by the Tewksbury Board of Selectmen, the Massachusetts Bureau of Solid Waste Disposal, and the Environmental Protection Agency (Federal EPA), and providing the only vehicle access (Exit Entrance) Route is via a direct access from Interstate Route 93, or take any other action relative thereto.

Robert A. Fowler

PLANNING BOARD CHAIRMAN

MOTION: Planning Board Chairman, Robert Fowler, motioned to Adopt Article 43.

Board of Health Chairman, Robert Rauseo, motioned to Amend Article 43 and to Adopt as Amended.

VOTED: The Board of Health's amendment was Adopted by a voice vote. 8:43 P.M. (5-7-87)

The Board of Health's motion to Adopt, as Amended, was Adopted by a standing count: Not one (1) voter stood in opposition and over one hundred (100) voters stood in favor of Adoption.

The Moderator ruled, Article 43 was Adopted, as Amended, by a unanimous voice vote. 8:44 P.M. (5-7-87)

AMENDMENT: DELETE: Section 4, Paragraph 6, Footnote (6) in its entirety.

A motion was made to Reconsider Article 43.

Not one (1) voter stood in favor of Reconsideration and over one hundred (100) voters stood in opposition to Reconsideration.

The Moderator ruled Reconsideration failed by a unanimous vote. 8:44 P.M. (5-7-87)

ARTICLE 44. To see if the Town will vote to amend the Zoning Bylaw, Section 5.3, by adding the following footnote "n":
n. Hammerhead Lot/Pork Chop Lot—In a General Residence and Farming District, a "hammerhead" or "pork chop" lot is allowed for a single family dwelling only. This type of lot shall meet the following special dimensional requirements:

1. Minimum Lot Area 2.00 Acres
 2. Minimum Frontage 40 Feet
 3. Minimum Setback From Closest Public Way 150 Feet
 4. Minimum Setback Distance From Any Lot Line 25 Feet
 5. Lot Shape and Perimeter requirement is waived (Section 5.3.5), but the lot shall have a point on it where a circle can be drawn where there is a minimum 100 feet radius to any lot line as shown in the figure below:
 6. There shall not be 2 hammerhead lots with contiguous frontage.
 7. The lot cannot be further subdivided.
- or take any other action relative thereto.

Robert A. Fowler

PLANNING BOARD CHAIRMAN

MOTIONS: The PLanning Board motioned for Adoption. A motion was made for Indefinite Postponement.

VOTED: The motion for Indefinite Postponement was Adopted by a voice vote. 10:07 P.M. (5-11-87)

A motion was mde to Reconsider Article 44. One (1) voter stood in favor of Reconsideration and over Fifty (50) voters stood in opposition to Reconsideration. The Moderator ruled, "Reconsideration Failed." 10:23 P.M. (5-11-87)

ARTICLE 45. To see if the Town will vot to raise and appropriate or transfer from available funds a sum of money to be expended by the Board of Selectmen for the purpose of implementing the requirements of Section 51.55 Revenue Sharing Handicapped Regulations or take any other action relative thereto.

HANDICAP ACCESS COMMITTEE

MOTION: The Finance Committee motioned to Adopt and Raise and Appropriate \$10,000.

VOTED: The Finance Committee's motion to Adopt and Raise and Appropriate \$10,000 was Adopted by a voice vote. 9:26 P.M. (5-11-87)

ARTICLE 46. To see if the Town will vote to raise and appropriate the sum of \$2500.00 to be expended by the Historical Commission to provide markers or plaques identifying historic buildings in the Town or take any other action relative thereto.

James J. Gaffney, III

FOR THE TEWKSBURY HISTORICAL COMMISSION

MOTION: The Finance Committee motioned for Indefinite Postponement. Mr. Thomas Conlin motioned to Amend and Raise and Appropriate \$500.

VOTED: Mr. Conlin's Amendment was Adopted by a voice vote 9:41 P.M. (5-7-87)

Finance Committee's motion for Indefinite Postponement was Defeated by a voice vote. 9:41 P.M. (5-7-87)

Mr. Conlin's motion to Adopt, as Amended, and to Raise and Appropriate \$500 was Adopted by a voice vote. 9:42 P.M. (5-7-87)

AMENTMENT: Article 46 is amended by striking out the Article and substituting therefore, the folowing amended Article:

"To see if the Town will vote to raise and appropriate the sum of \$500.00 to be expended by the Tewksbury Historic Commission to initiate a program to provide markers or plaques identifying historic buildings in the town and for other expenditures incurred by said Commission.

ARTICLE 47. To see if the Town will vote, pursuant to Massachusetts General Laws Chapter 82, Section 21, to discontinue a certain unused portion of the town way known as Dubuque Avenue, such portion being shown as Dubuque Avenue To Be Discontinued on a plan on file in the Town Clerk's Office entitled "Definitive Subdivision Layout Plan, Tewksbury Industrial Center in Tewksbury, MA" by Beals & Thomas, Inc., dated April 1, 1985 and recorded with the Middlesex North Registry of Deeds in Plan Book 150, Plan 68, the portion of Dubuque Avenue to be discontinued being more particularly bounded and described as follows:

Beginning at a point at the most southwesterly corner of the portion of Dubuque Avenue to be discontinued, said point being at the northerly intersection of the northerly line of Linden Avenue, a private way, on the westerly line of Dubuque Avenue, thence running:

N 10 20 12 E 100.35 feet to a point, thence turning and running;

S 79 39 48 E 40.00 feet to a point, thence turning and running;

S 10 20 12 W 86.44 feet to the sideline of Commerce Way, thence turning and running;

WESTERLY By a curve to the right having a radius of 260.00 feet and an arc length of 7.12 feet to a point of compound curvature, thence running;

WESTERLY By a curve to the right having a radius of 25.00 feet an arc length of 29.55 feet to a point of tangency, thence running;

N 67 19 25 W 10.36 feet to the point of beginning. Said last three courses being by Commerce Way.

Containing 3,987 square feet more or less, or take any other action with respect thereto.

RALPH SINCLAIR & OTHERS

MOTION: The Planning Board motioned to Adopt Article 47.

VOTED: Article 47 was Adopted by a voice vote. 9:02 P.M. (5-7-87)

ARTICLE 48. To see if the Town will raise and appropriate or transfer from available funds the sum of \$350,000.00 said sum to be administered by the Board of Selectmen to execute a contract in the name of and on behalf of the Town to restore safe transportation for Tewksbury Private School Students attending grades K through 12 outside of the town, as it was in school year 1984/85. In the event that physical transportation of certain or individual students would not be financially or logistically practical due to geographical limitation and/or low student enrollment in a school, the administrator(s) will offer a stipend to these students, not to exceed the amount it would cost to transport a Public School Student, less any state reimbursement, as covered by state law, as long as such funds are available after the transportation contracts are signed.

Reimbursement must be requested by the individual student(s) and will not be paid without proper verification of attendance.

JOHN D. KUCHINSKI AND OTHERS

MOTIONS: The Finance Committee motioned for Indefinite Postponement. Mr. John Kuchinski motioned to Raise and Appropriate \$350,000 for the purpose of Article 48.

Mr. Fansel motioned to Amend Article 48.

A voter motioned to Move the Question.

VOTED: The motion to Move the Question was Adopted, by a voice vote. 8:20 P.M. (5-11-87)

Mr. Fansel's amendment was Defeated by a voice vote. 8:21 P.M. (5-11-87)

The Finance Committee's motion for Indefinite Postponement was uncertain by a voice vote. Article 48 was Indefinitely Postponed. Standing Count: 155 YES, 119 NO, 8:24 P.M. (5-11-87)

A motion was made to Reconsider Article 48, In hopes it doesn't prevail."

Reconsideration Failed by a standing count: 90 YES, 156 NO. A two-thirds (2/3's) vote required. (164) (5-11-87) 8:28 P.M.

ARTICLE 49: To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$9,000± for the purpose of reimbursing RORNA (Restore Our Residential Neighborhood Association) and its members for its legal fees incurred in taking the Appeals Board to court for granting the extension of an illegal "USE" variance or take any other action relative thereto.

EDWARD A. FLANAGAN AND OTHERS

MOTION: The Finance Committee motioned for Indefinite Postponement. Mrs. Barbara Flanagan motioned to Adopt and Raise and Appropriate \$4,944.88.

VOTED: The Finance Committee's motion for Indefinite Postponement failed by a voice vote. Seven (7) voters requested a Standing Count. Indefinite Postponement failed. 58 YES, 199 NO. 9:56 P.M. (5-7-87)

Mrs. Flanagan's motion to Adopt and Raise and Appropriate \$4,944.88 was Adopted by a voice vote. 9:56 P.M. (5-7-87)

Mrs. Flanagan motioned for Reconsideration, "in hopes it doesn't prevail." Not one (1) voter stood in favor of Reconsideration and over fifty (50) voters stood opposed to Reconsideration. The Moderator ruled Reconsideration failed by a unanimous vote. 9:57 P.M. (5-7-87)

ARTICLE 50. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of forty five hundred dollars (\$4,500.00) to be used to replace furnishings at the three fire stations or take any action relative thereto. Said money to be expended by the Municipal Building Committee.

LAWRENCE P. DRISCOLL AND OTHERS

MOTIONS: The Finance Committee motioned for Indefinite Postponement Richard Barrelle motioned to Adopt and Raise and Appropriate \$4,500.

A motion was made to Move the Question.

The Moderator did not accept the motion, "As we are going to vote now."

VOTED: The Finance Committee's motion for Indefinite Postponement was Defeated by a voice vote. 10:36 P.M. (5-11-87)

Mr. Barrelle's motion to Adopt and Raise and Appropriate \$4,500 was Adopted by a voice vote. 10:36 P.M. (5-11-87)

ARTICLE 51. To see if the Town will vote to amend the Tewksbury Zoning Bylaws and the associated map by changing certain parcels of land along Andover presently zoned for General Residence and Farming (RG), to General Business District (BG). The parcels of land in said Tewksbury are bounded and described as follows:

PARCEL 1

Northerly 152.40 feet by Andover Street
Northeasterly 51.38 feet by a curved line forming the intersection of North Street and Andover Street
Northeasterly 117.43 feet by North Street
Southeasterly 218 feet by land of Morello
Southerly 78.71 feet by land of Raytheon Company
Westerly 249.59 feet by land of Hudak
Containing 47,807 sq. ft. more or less.
Being shown as lot 1 on a plan of land entitled "Subdivision Plan of Land Tewksbury, Mass. owned by Doric Construction, Inc." which plan is recorded with the Middlesex North District Registry of Deeds in Book of Plans 121, Plan 158A. The deed being recorded with said Registry of Deeds, Book 1383, Page 162. Said Parcel being shown as Lot 68 on Map 39 of the Town of Tewksbury Assessors maps.

PARCEL 2

Northwesterly 218 feet by land of Kelly
Northeasterly 200 feet by North Street
Southeasterly 218 feet by land of Raytheon Company
Southwesterly 200 feet by land of Raytheon Company
Containing 43,600 square feet more or less.
Being a portion of Lot F shown on "Plan of Land in Tewksbury, Mass. belonging to Estate of Philip M. Battles, August, 1947, Brooks, Jordan, and Graves, C.E.'s" which plan is recorded with the Middlesex North District Registry of Deeds in Book of Plans 80, Plan 25. The deed being recorded with said Registry of Deeds, Book 3899, Page 265. Said parcel being shown as Lot 52 on Map 39 of the Town of Tewksbury Assessors maps.

PARCEL 3

Northerly 179 feet by Andover Street
Easterly 249.59 feet by land of Kelly
Southerly 170 feet by land of Raytheon Company
Westerly 247.76 feet by land of Town of Tewksbury
Containing 43,652 square feet more or less.
Being shown as Lot 2 on a plan of land entitled "Subdivision Plan of Land Tewksbury, Mass. owned by Doric Construction, Inc." which plan is recorded with the Middlesex North District Registry of Deeds in Book of Plans 121, Plan 158A. The deed being recorded with said Registry of Deeds, Book 2311, Page 491. Said parcel being shown as Lot 69 on Map 39 of the Town of Tewksbury Assessors maps.

THOMAS P. KELLEY AND OTHERS

MOTIONS: The Planning Board motioned for Indefinite Postponement. Mr. Thomas Kelly motioned for Adoption. Planning Board member, Wil Lambert, motioned to Move the Question.

*VOTED: Mr. Lambert's motion to Move the Question was Adopted by a voice vote. 10:37 P.M. (5-7-87)
The Planning Board's motion for Indefinite Postponement (of Article 51) was Adopted by a voice vote. 10:38 P.M. (5-7-87)*

A motion was made to Reconsider Article 51. The motion to Reconsider Article 51 failed by a unanimous vote. Not (1) voter stood in favor of Reconsideration and over fifty (50) voters stood in opposition to Reconsideration. 10:39 P.M. (5-7-87)

ARTICLE 52. To see if the Town will vote to amend the Tewksbury Zoning Bylaws and the associated Zoning Map by changing the land along Pleasant Street, hereinafter described, being presently zoned for general residence and farming to multi-family residence district (MFRD) said land is described as follows:

A certain parcel of land on the southeasterly side of Pleasant Street bounded as follows:

Northwesterly by Pleasant Street 370 feet,
Northeasterly by land of James & Gail Graham and by land of John T. Gale & Sons, Inc. 700 feet
Southerly by land of Eugene Roux 425 feet
Westerly by land of Roper Estates Condominiums, 332 feet
Southerly by land of Roper Estates Condominiums, 185.25 feet

Containing 4.5 acres, being shown as Lots 142 Sheet 47 on the Town of Tewksbury Assessors Maps.

GERALD C. ROPER AND OTHERS

MOTIONS: Finance Committee, "Had no recommendation." The Planning Board motioned to Indefinitely Postpone Article 52.

Miss Joy Roper, speaking for her father, Mr. Gerald Roper, motioned to Withdraw Article 52.

VOTED: Miss Roper's motion to Withdraw Article 52 was Defeated by a voice vote. 8:34 P.M. (5-7-87)

Planning Board's motion for Indefinite Postponement was Adopted by a voice vote. 8:34 P.M. (5-7-87)

A motion was made to Reconsider Article 52 No voter stood in favor of Reconsideration and over fifty (50) voters stood opposed to Reconsideration. Reconsideration failed. 8:35 P.M. (5-7-87)

ARTICLE 53. To see if the Town will authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 1987, in accordance with the provisions of the General Laws, Chapter 44, Section 4, and to issue a note or notes therefore, payable within one year, and to renew any note or notes as may be given for a period of less than one year in accordance with the General Laws, Chapter 44, Section 17.

TREASURER/COLLECTOR

MOTIONS: The Finance Committee motioned for Adoption. Treasurer/Collector Warren Carey motioned to Amend Article 53.

VOTED: Mr. Carey's amendment was Adopted by a voice vote. 10:10 P.M. (5-11-87)

The Finance Committee's motion to Adopt, as Amended, was Adopted by a voice vote. 10:11 P.M. (5-11-87)

AMENDMENT: Motion to Amend Article 53 By adding a second section at the conclusion of the present paragraph that ends with "Section 17".

"To see if the Town will authorize the Treasurer/Collector, acting in either or both positions, to enter into compensating balance agreements for fiscal 1988 pursuant to Chapter 44, Section 53F of The General Laws (or take any action in relation thereto). Treasurer/Collector Warren R. Carey

The Moderator thanked the Vote Counters, Checkers, School Custodians, Police Officers, Finance Committee, Town Clerk and Town Clerk Staff for their outstanding performance during the Town Meeting Sessions.

A voter addressed the assembly, to thank the Moderator for his outstanding performance in chairing the Town Meetings.

The Moderator entertained a motion to adjourn the 1987 Annual Town Meeting.

The 1987 Annual Town Meeting was adjourned, sine die, by a voice vote at 10:45 P.M. on May 11, 1987.

Elizabeth A. Carey, CMC, Town Clerk

Special Town Meeting January 21, 1987

Tewksbury Memorial High School
Pleasant Street
Wednesday, January 21, 1987

Called by proper Warrant, the Wednesday, January 21, 1987 Special Town Meeting, was convened at 8:02 P.M. by Moderator William Hurton.

The Moderator read the Town Meeting Guidelines to the Assembly.

There were 357 registered voters and 32 visitors in attendance.

Selectman Jay Kelley motioned to waive the reading of the Articles, by the Moderator, in the Special Town Meeting Warrant.

Motion was seconded and adopted by a voice vote. (8:05 P.M. 1-21-87)

ARTICLE 1. To see if the Town will vote to transfer certain previously appropriated sums of money to specific existing accounts or take any other action relative thereto.

FROM		TO	
Interest on Maturing Debt	\$53,000	Maturing Dept. Account	\$53,000
Interest on Maturing Debt	\$200,000.00	Interest on Temporary Loans	\$200,000.00
Interest on Maturing Debt	\$1,200.00	Treasurer/Collector Capitol Outlay	\$1,200.00
Interest on Maturing Debt	\$3,150.67	Treasurer/Collector Operating	\$3,150.67
Interest on Maturing Debt	\$5,000	Medicare Account	\$5,000

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to amend Article 1 and to Adopt Article 1, as amended.

The Moderator informed the Assembly that only Item #3, (Dog Officer Capital Outlay) required a three-fourths (3/4) vote as determined by our Town By-law Article 1, section 16. "Any Warrant Article or motion thereunder receiving unfavorable action at any Town Meeting shall require a three-fourths (3/4) vote for Adoption at a Special Town Meeting."

The Moderator informed the Assembly that he would "put to them" Items #1, #2, #4 and #5 and separately vote on Item #3

VOTED: Finance Committee amendment passed by a voice vote. (8:08 P.M.)

Item #3 (Dog Officer Capital Outlay) failed by the required three-fourths (3/4) vote. Yes - 137 - No - 53. Required three-fourths (3/4) vote: 143. (8:14 P.M. 1-21-87)

MOTION: Selectman William Hallisey motioned to Reconsider Item #3 (Dog Officer Capital Outlay Account).

VOTED: Motion to Reconsider Item #3 (Dog Officer Capital Outlay) passed by the required two-thirds (2/3) vote. Yes - 173 No - 39. (Required two-thirds (2/3) vote: 142) (8:17 P.M. 1-21-87)

MOTION: To adopt Item #3 (Dog Officer Capital Outlay) as recommended by Finance Committee, passed by the required three-fourths (3/4) vote. Yes - 216 - No - 44. (Required three-fourths (3/4) vote: 195). (8:31 P.M. 1-21-87)

VOTED: Article 1, as amended, was Adopted by a voice vote. (8:30 P.M. 1-21-87)

AMENDMENT: To see if the Town will vote to transfer certain previously appropriated sums of money to specific existing accounts or take any action relative thereto.

FROM		TO	
Interest on Maturing Debt		Maturing Debt Account	\$53,000
Interest on Maturing Debt		Medicare Account	\$5,000
Unemployment Compensation		Dog Officer Capital Outlay	\$12,221
Unemployment Compensation		Town Hall Salaries	\$4,495
Unemployment Compensation		Selectmen Salary Account	\$1,500

FINANCE COMMITTEE

ARTICLE 2. To see if the Town will vote to raise and appropriate or transfer from available funds certain sums of monies to be added to existing budgets for fiscal 1987 or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Board of Selectmen motioned to transfer \$10,500.00 from free cash to the Police Salary Account and to Adopt Article 2.

Mr. Boivin motioned for Indefinite Postponement. Mr. Boivin withdrew his motion after receiving further explanation.

VOTED: Board of Selectmen motion to transfer \$10,500.00 from free cash to Police Salary Account and to Adopt Article 2, was Adopted by a voice vote. (8:40 P.M. 1-21-87)

Selectman Jay Kelley motioned to lay on the table Articles through 12, act on Article 13, and then return to Article 3.

The Moderator informed the Assembly that to "suspend the rules, would require a three-fourths (3/4) vote.

VOTED: The Moderator ruled motion to Lay on the Table was Adopted by an obvious two-thirds (2/3) vote; Yes - 269 No - 0. (8:45 P.M. 1-21-87)

Correction: "would require a two-thirds (2/3) vote." (2/10/87)

ARTICLE 3. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$3,000.00 for the purpose of paying a subsidy to Northmeadow Tennis Club for establishing a physical fitness program available to all full time and permanent part time employees of the town or take any other action relative thereto.

MOTION: Finance Committee motioned for Indefinite Postponement

VOTED: Finance Committee motion for Indefinite Postponement of Article 3 was Adopted by a voice vote. (8:52 P.M. 1-21-87)

ARTICLE 4. To see if the Town will vote to raise and appropriate or transfer from available funds the following sums for the purpose of paying outstanding bills of previous years or take any other action relative thereto.

D.P.W.

City of Lowell Water Department	\$129,506.36
Town of Andover Water Department	\$ 31,471.31
City of Lowell Wastewater Treatment Facility	\$ 23,013.83

FINANCE COMMITTEE

Town Printing	\$ 151.05
John Kelley	41.50
Daniel Power	65.63
The Lowell Sun	80.20

BOARD OF HEALTH

Massachusetts Refusetech, Inc.	\$ 25,134.55
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PLANNING BOARD

Wilmington News Company	\$ 48.00
Northern Middlesex Registry of Deeds	24.50

SCHOOL DEPARTMENT

James Kastrites	\$ 600.00
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FIRE DEPARTMENT

St. John's Hospital	\$ 373.00
North Shore Emergency Physician's Services, Inc.	89.00
	\$210,598.93

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to transfer from free cash, the stated funds to the listed Departments' Operating Accounts and to Adopt Article 4, for the purpose of the Article.

The Moderator informed the Assembly that three (3) of the Departments listed; Board of Health, School Department, and

the Fire Department required a nine-tenths (9/10) vote as determined by Massachusetts General Laws.

VOTED: School Department: Transfer \$600.00 from Free Cash to School Department Operating Account. Moderator declared, "Adopted by a unanimous vote." (9:00 P.M. 1-21-87)

Fire Department: Transfer \$373.00 and \$89.00 from Free Cash to Fire Department Operating Account. Moderator declared, "Adopted, by a unanimous vote." (9:01 P.M. 1-21-87)

Board of Health: Transfer \$25,134.55 from Free Cash to Board of Health Operating Account. Moderator declared, "Adopted by a unanimous vote." (9:06 P.M. 1-21-87)

Remaining Departments in Article 4: (D.P.W., Finance Committee, and Planning Board): Transfer the listed sums of money in Article from Free Cash to their Operating Accounts, was adopted by a voice vote. (9:07 P.M. 1-21-87)

Article 4, in its entirety, as recommended by the Finance Committee, was Adopted by a voice vote. (9:07 P.M. 1-21-87)

Board of Health Member, John Lu motioned to lay on the table Articles 5 through 14 and act on Article 15.

*Mr. Lu's motion was defeated by the required two-thirds (2/3) vote - Yes - 61 - No, 135. (9:12 P.M. 1-21-87)

*Correction: "required majority vote". (2/10/87)

ARTICLE 5. To see if the Town will vote to authorize the Board of Selectmen to petition the general court to enact a special law and/or to amend Chapter 86 of the Acts of 1968 (the Special Act placing certain full time officers and certain full time positions which are not subject to the Civil Service Laws in the Town of Tewksbury under said law) so as to authorize the creation of the positions of Police Captain and Police Deputy Chief, or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: A motion was made for Indefinite Postponement. Selectman Jay Kelley motioned to amend Article 5 with two (2) amendments and to Adopt Article 5.

VOTED: Selectman Kelley's first amendment passed by a voice vote. (9:31 P.M. 1-21-87)

Selectman Kelley's second amendment passed by a voice vote. (9:30 P.M. 1-21-87)

Motion for Indefinite Postponement failed by a voice vote. (9:32 P.M. 1-21-87)

Article 5 was Adopted, as amended, (two (2) amendments by Selectman Kelley) by a voice vote. (9:32 P.M. 1-21-87)

MOTION: Mr. Boivin motioned to Reconsider Article 5.

VOTED: Moderator so moved that reconsideration failed (two-thirds (2/3) vote required). Yes - 1 - No - Over 100 voters stood in opposition. (9:34 P.M. 1-21-87)

AMENDMENT #1: Delete from next to last line, ... "s Police Captain and".

AMENDMENT #2: "By Deleting everything in parenthesis."

ARTICLE 6. To see if the Town will vote to amend the Town By-Laws Article 1 Town Meeting by deleting present Section 1 and adding the following: Section 1. The Annual Town Meeting for the election of Town Officials shall be held on the first Saturday of April, and polls shall be opened from 10:00 a.m. to 8:00 p.m., except that when Easter Sunday falls on the day following the first Saturday of April the said election shall be held on the second Saturday of April as herein above provided. The annual Town Meeting for consideration of articles in the Town Warrant shall be held commencing at 10:00 a.m. on the first Saturday in May until completion.

BOARD OF SELECTMEN

MOTIONS: The Board of Selectmen motioned for Adoption. Donna Colella motioned for Indefinite Postponement. Treasurer/Collector Lewis Tremblay motioned to Amend Article 6.

Selectmen Paul Sullivan motioned to Move the Question.

VOTED: Motion to Move the Question passed by a voice vote. (9:45 P.M.)

Mr. Tremblay's motion to Amend Article 6 failed by a voice vote. (9:45 P.M.)

Donna Colella's motion for Indefinite Postponement was uncertain by a voice vote. (9:46 P.M.) Indefinite Postponement failed, YES, 115; No, 116 (9:52 P.M.)

Motion for the Adoption of Article 6 was uncertain by a voice vote. (9:53 P.M.) A standing count was taken. Article 6 was Defeated, YES, 107; No, 132 (9:56 P.M. 1-21-87)

ARTICLE 7. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$12,221.00 for the purpose of purchasing one 1987 Cargo Van for the Dog Officer Department. Said sum to be expended by the Board of Selectmen, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Board of Selectmen motioned to Withdraw Article 7.

VOTED: Article 7 was Withdrawn by a voice vote. (9:56 P.M. 1-21-87)

ARTICLE 8. To see if the Town will vote to discontinue the practice of electing the Town Moderator annually and to hereafter, beginning in the 1987 Town Elections, to elect the Town Moderator for the term of three (3) years, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned to Adopt Article 8.

Board of Selectmen Chairman, Charles Coldwell stated that the Board of Selectmen support Article 8.

VOTED: Article 8 was Adopted by a voice vote. (9:58 P.M. 1-21-87)

ARTICLE 9. To see if the Town will vote to authorize the Board of Selectmen to grant an easement to Paul Allen for a sum of money of a certain parcel of land shown on plan of land entitled "R.O.W. Discontinuance and Dedication Plan, Carlton Road Ext. Tewksbury, Massachusetts, prepared for Paul Allen, December 29, 1986, Cucuo & Cormier, Inc." a copy of which has been filed with the office of the Town Clerk and the Board of Selectmen, and shown as an area of Dedication containing 1,851 sq. ft. of land or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned to Adopt Article 9.

The Board of Selectmen concurred.

VOTED: Article 9 was Adopted by a unanimous voice vote. (10:03 P.M. 1-21-87)

Auditor Thomas Berube motioned to Reconsider Article 9, to Amend a technical error.

Motion to Reconsider Article 9 was Adopted by the required 2/3's vote. More than 100 voters stood in favor of Reconsideration, three (3) voters stood opposed. The Moderator ruled Reconsideration was Adopted. (10:30 PM)

VOTED: Auditor Berube's amendment was Adopted by a voice vote. (10:31 PM) Article 9 was Adopted, as Amended, by a unanimous 2/3's vote. More than 100 voters stood in favor. No one stood in opposition. (10:32 P.M. 1-21-87)

AMENDMENT: "delete the word money and replace it with \$1.00."

ARTICLE 10. To see if the Town will vote to instruct the Selectmen and the Town Manager to pursue Emerson College in the hopes that they can be convinced to relocate in Tewksbury on the grounds known as the "Tewksbury State Hospital," and to further instruct the Selectmen to file any necessary legislation to achieve these ends, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTIONS: Finance Committee chairman, Thomas Boyle, motioned to Adopt Article 10.

A motion was made for Indefinite Postponement.

Selectman William Hallisey motioned to Amend Article 10.

Finance Committee concurred and motioned to Adopt Article 10, as Amended.

VOTED: Selectman Hallisey's Amendment passed by a voice vote. (10:27 P.M.)

The motion for Indefinite Postponement failed by a voice vote. (10:28 P.M.)

The Finance Committee's motion to Adopt Article 10, as Amended, was Adopted by a voice vote. (10:28 P.M. 1-21-87)

AMENDMENT: no affirmative action be taken until such time as the Board returns to a subsequent town meeting with recommendations

ARTICLE 11. To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to enact a special law to authorize the Department of Public Health of the Commonwealth of Massachusetts to convey to the Town of Tewksbury certain land described as follows:

Beginning at a point on Chandler Street running in a northeast direction for a distance along Chandler Street of 1,560 feet plus or minus to land of Lafortune,

thence; in a southeast direction along land of Lafortune and Chandonnet a distance of 475 feet plus or minus to a point on Livingston Street,

thence; turning and running in a southerly direction along Livingston Street for a distance of 570 ft. plus or minus to a point on East Street.

thence; turning and running in a southwest direction along East Street a distance of 1,600 feet plus or minus to the point of beginning.

Said parcel containing 15 acres plus or minus, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTIONS: Finance Committee Chairman, Thomas Boyle, motioned to Adopt Article 11.

A motion was made for Indefinite Postponement.

VOTED: The motion for Indefinite Postponement failed by a voice vote. (10:37 P.M.)

Article 11 was Adopted by a voice vote. (10:37 P.M. 1-21-87)

RTICLE 12. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for the purpose of purchasing video equipment which was stolen from the media center at the High School, or take any other action relative thereto.

BOARD OF SELECTMEN
SCHOOL COMMITTEE

MOTIONS: Finance Committee Chairman, Thomas Boyle, motioned to Adopt Article 12 and to Transfer \$22,426. from Free Cash to the Unclassified Account-Video Equipment to place the stolen video equipment.
Donna Colella motioned to Amend Article 12.
A motion was made to Move the Question.

VOTED: Motion to Move the Question passed by a voice vote. (10:50 P.M.)
Moderator Hurton called for a two (2) minute recess to confer with Town Counsel, Charles Zaroulis. (10:50 P.M.)
The Moderator convened the Special Town Meeting. (10:53 P.M.)
The Moderator ruled Donna Colella's Amendment was beyond the scope of the Article. (10:54 P.M.)
Finance Committee's motion to Adopt Article 12 and to transfer \$22,426. from Free Cash to the Unclassified Account-Video Equipment for the purpose of Article 12 was Adopted by a voice vote. (10:57 P.M. 1-21-87)

RTICLE 13. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$10,500.00 to be expended by the Police Department for all expenses incurred in the creation of an additional position of sergeant in the Police Department, and to hereby create such an additional position, or take any other action relative thereto.
BOARD OF SELECTMEN

MOTIONS: The Board of Selectmen motioned to Withdraw Article 13.
Selectman Charles Coppola motioned to Amend and Adopt Article 13.
VOTED: Selectman Coppola's motion to Amend and Adopt Article 13 failed by a voice vote. (8:15 P.M.)
Article 13 was Withdrawn by a voice vote. (8:51 P.M. 1-21-87)

RTICLE 14. To see if the Town will vote to raise and appropriate or transfer from E & D the sum of \$2,000 for the purpose of adding an exercise room to the Central Fire Station, and to authorize the Municipal Building Committee to expend such funds or take any other action relative thereto.
JAMES MORRIS, FIRE CHIEF

MOTIONS: Fire Chief James Morris motioned to Amend Article 14, and Adopt as Amended.
Finance Committee motioned for Indefinite Postponement.
A motion was made to Move the Question.
VOTED: The motion to Move the Question passed by a voice vote. (11:15 P.M.)
Chief Morris' amendment failed by a voice vote. (11:17 P.M.)
Finance Committee's motion for Indefinite Postponement was uncertain by a voice vote. A standing count was taken, YES, 104; NO, 122. Indefinite Postponement failed. (11:20 P.M.)
Article 14 was Adopted by a voice vote. (11:21 P.M. 1-21-87)
*Added for clarity: Transfer \$2,000.00 from E&D for the purpose of Article 14. (2-11-87)

ARTICLE 15. To see if the Town of Tewksbury will vote to raise and appropriate or transfer from available funds the sum of \$536,563.18, to be expended by the Board of Health, for the purpose of rubbish disposal to and including June 30, 1987, or take any other action relative thereto.

BOARD OF HEALTH

MOTIONS: Finance Committee Chairman, Thomas Boyle, motioned to Amend and Adopt Article 15.
Board of Health Member, John Lu motioned to Amend and Adopt article 15 by transferring \$536,563.15 from Free Cash.
VOTED: Finance Committee's Amendment passed by a voice vote. (11:35 P.M.)
Article 15 was Adopted, as Amended, by a voice vote. (11:36 P.M.) (1-21-87)

FINANCE COMMITTEE AMENDMENT: Move to adopt and transfer from free cash the sum of \$350,109 in the following manner:
\$203,137 to the Board of Health trash removal account (Canelas) and the sum of \$146,972 to the Board of Health trash disposal account (NESWC)

ARTICLE 16. To see whether the Town of Tewksbury will amend the Zoning By-Laws as follows:

Section 3 of the Zoning By-Laws is amended by adding a new section, Section 3.12.
3.12 MUNICIPAL AND CIVIC DISTRICT—A certain parcel of land enclosed by Whipple Road and Pine and Pond Streets, further bounded and described as follows:
SOUTHEASTERLY: By Pine Street, 1,457 feet, more or less;
WESTERLY: By Pond Street, 2,828 feet, more or less; and
NORTHEASTERLY: By Whipple Road, 1,978 feet, more or less.

Said area contains approximately 42 acres. Dimensions are calculated from Tewksbury Assessors Maps and a Plan of Land belonging to J.O. Richardson Heirs, see North Middlesex Registry of Deeds, Book of Plan 57, Plan 83. All distance and areas are more or less and the Municipal and Civic District includes the entire triangular area enclosed by Pine Street, Pond Street and Whipple Road, however, a survey may vary the distances and areas described above.

Section 4.2 of the Zoning By-Laws is amended by adding a new symbol to be employed in the Use Regulation Schedule.
"MC—Municipal and Civic District"

Section 4.6 "Use Regulation Schedule" is amended by repealing said section, except for the "Notes for Use Regulations Schedule," and substituting the following new schedule 4.6.

4.6 USE REGULATIONS SCHEDULE (Numbers in parentheses refer to NOTES for Use Regulations Schedule).

TYPE OF USE REGULATION NOTES FOR ENTIRE DISTRICT	DISTRICT									
	RG	BL	BG	IL	IH	IHA	MFD	CD	MC	
	(1)	(1)	(1)	(4)	(7)	(7)	(7)	(7)		
4.6.A RESIDENTIAL										
1. Single Family detached house.	YES	YES	YES	YES	YES	NO	NO	NO	YES	
2. The taking of not more than two boarders, lodgers or roomers by a family resident on the premises.	YES	YES	YES	YES	YES	NO	NO	NO	YES	

3. Multiple Family dwellings (subject to Section 4.7)	NO	NO	NO	NO	NO	NO	YES	NO	NO
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4.	YES	NO	NO	NO	NO	NO	NO	NO	NO
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4.6.B AGRICULTURAL

1. Farms, greenhouses, nurseries, and truck gardens	YES	YES	YES	YES	YES	YES	YES	YES	NO
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2. Sale of farm products insofar as the majority of such farm products for sale have been raised by the owner of the land on which the facility is located, provided a front yard setback of fifty feet is observed.	YES	YES	YES	YES	YES	YES	NO	NO	NO
--	-----	-----	-----	-----	-----	-----	----	----	----

3. The removal of loom, sand or gravel subject to a Special Permit issued by Planning Board and subject to Town By-Laws Article IX Section 7. (This Special Permit will not be required when such removal is incidental to building construction or highway improvement or construction at the site of removal).	YES	YES	YES	YES	YES	YES	YES	YES	YES
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4.6.C INSTITUTIONAL AND RECREATIONAL

1. Religious, sectarian or denominational schools, buildings, and uses, including parish houses and rectories, public schools, playgrounds and municipal parks.	YES	YES	YES	YES	YES	YES	YES	YES	YES
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2. Other schools and municipal buildings and uses.	SP	SP	SP	SP	SP	YES	YES	YES	YES
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3. Hospitals, sanitariums, charitable institutions, cemeteries.	SP	SP	SP	SP	SP	YES	YES	NO	SP
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4. Water towers and reservoirs.	SP	SP	SP	SP	SP	SP	NO	NO	NO
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5. Public Utilities	NO	NO	SP	SP	SP	SP	NO	NO	NO
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6. Commercial	NO	NO	SP	SP	SP	NO	NO	NO	NO
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7. Veterans Organizations as defined in Chapter 40, Section 9 of the Massachusetts General Laws.	NO	NO	YES	YES	YES	YES	NO	NO	YES
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4.6.D RETAIL BUSINESS

1. Retail food stores, drug stores, barber shops, hairdressers, tailor shops, shops for receiving and delivery of clothes for cleaning.	NO	SP	YES	YES	YES	NO	NO	YES	NO
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DISTRICT

TYPE OF USE	RG	BL	BG	IL	IH	IHA	MFD	CD	MC
		(1)	(1)		(4)	(7)	(7)	(7)	

2. Retail sale of alcoholic beverages (Ref. Article 25-1977 Town Meeting).	NO	NO	YES	YES	YES	NO	NO	YES	NO
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3. Retail stores and other service establishments other than above.	NO	NO	YES	YES	YES	NO	NO	YES	NO
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4. Restaurants and other places serving food and beverages.	NO	NO	YES	YES	YES	SP	NO	YES	NO
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5. Motel	NO	NO	SP	SP	SP	SP	NO	NO	NO
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6. Mobile parked food service	NO	NO	NO	SP	NO	NO	NO	NO	NO
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4.6.F OFFICES

1. Business and professional offices.	NO	NO	YES	YES	YES	SP	NO	YES	NO
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4.6.F AUTOMOTIVE

SERVICE (2)

1. Gasoline Service Stations (2)	NO	NO	SP	SP	SP	SP	NO	NO	NO
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2. Garages for automotive storage and repair (2)	NO	NO	NO	SP	SP	SP	NO	NO	NO
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3. Automotive sales, including motorcycles, & snowmobiles (2)	NO	NO	NO	SP	SP	NO	NO	NO	NO
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4.6.G INDUSTRIAL USES

1. Manufacture of products to be sold at retail on the premises.	NO	NO	NO	YES	YES	YES	NO	NO	NO
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2. Building trades such as contractor, carpenter, plumber, electrician, mason, roofer.	NO	NO	NO	SP	YES	YES	NO	NO	NO
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3. Building materials or contractor yards.	NO	NO	NO	SP	YES	YES	NO	NO	NO
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4. Heating fuel storage and sales providing that a tank for oil storage above ground do not exceed 10,000 gallons capacity.	NO	NO	NO	SP	YES	YES	NO	NO	NO
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5. Farm supply warehouse.	NO	NO	NO	SP	YES	YES	NO	NO	NO
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6. Welding shop	NO	NO	NO	SP	YES	YES	NO	NO	NO
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7. Electronic industries assembling of electrical appliances and equipment, including manufacture of small parts.	NO	NO	NO	YES	YES	YES	NO	NO	NO
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8. Research laboratories including manufacture of equipment necessary for required research.	NO	NO	NO	YES	YES	YES	NO	NO	NO
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9. Other light manufacturing free from offensive noise or odor.	NO	NO	NO	SP	YES	YES	NO	NO	NO
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10. Stone or monument works.	NO	NO	NO	NO	YES	YES	NO	NO	NO
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11. Storage warehouses	NO	NO	NO	NO	YES	YES	NO	NO	NO
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12. Pre-cast concrete products manufacturing in a wholly self-contained and fully enclosed structure with no storage or raw materials outside of the structure.	NO	NO	NO	NO	YES	YES	NO	NO	NO
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13. Asphalt coated pipe manufacturing.	NO	NO	NO	NO	SP	NO	NO	NO	NO
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14. Billboards (3)	NO	NO	NO	NO	NO	NO	NO	NO	NO
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15. Machine shop	NO	NO	NO	NO	YES	YES	NO	NO	NO
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16. Manufacturing or processing of food	NO	NO	NO	NO	YES	YES	NO	NO	NO
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4.6.D RETAIL BUSINESS

TYPE OF USE	RG	BL	BG	IL	IH	IHA	MFD	CD	MC
		(1)	(1)		(4)	(7)	(7)	(7)	

(excluding milling of grain or rendering fats and oils); beverages, candy, cosmetics, pharmaceuticals, drugs,

DISTRICT

compressed gases, and
 fluids, gaseous and
 solid form, jewelry, toys,
 sorting goods and
 musical instruments,
 paint hardware, glass
 and glass products,
 clocks, watches, scien-
 ce, optical or precision
 instruments, or other
 articles to be assembled
 from previously
 prepared raw materials.
 1 Ceramic Products NO NO NO YES YES YES NO NO NO
 (electrical kilns only)

6.H USES EXPRESSLY PROHIBITED IN ALL DISTRICTS SHALL INCLUDE BUT NOT BE LIMITED TO THE FOLLOWING:

TYPE OF USE	DISTRICT									
	RG	BL	BG	IL	IH	IHA	MFD	CD	MC	
		(1)	(1)		(4)	(7)	(7)	(7)		
Garbage and refuse incineration or disposal otherwise of material originating on the premises, except by the town of Tewksbury.	NO	NO	NO	NO	NO	NO	NO	NO	NO	
Distillation of lines, rendering of fat reduction of animal matter.	NO	NO	NO	NO	NO	NO	NO	NO	NO	
Manufacturing of sue	NO	NO	NO	NO	NO	NO	NO	NO	NO	
Oil Refining	NO	NO	NO	NO	NO	NO	NO	NO	NO	
Bulk storage of petroleum products.	NO	NO	NO	NO	NO	NO	NO	NO	NO	
Foundries, manu- facture of large machine parts, metal working.	NO	NO	NO	NO	NO	NO	NO	NO	NO	
Tanneries	NO	NO	NO	NO	NO	NO	NO	NO	NO	
Manufacture of ment products and ment mixing	NO	NO	NO	NO	NO	NO	NO	NO	NO	
Processing, storage and distribution of phalt products.	NO	NO	NO	NO	NO	NO	NO	NO	NO	
The sorting, baling and storage of waste paper, rags or junk or the dismantling of motor vehicles.	NO	NO	NO	NO	NO	NO	NO	NO	NO	
Slaughter houses	NO	NO	NO	NO	NO	NO	NO	NO	NO	
Sand, gravel and stone processing plants.	NO	NO	NO	NO	NO	NO	NO	NO	NO	
Trailer parks and mobile homes.	NO	NO	NO	NO	NO	NO	NO	NO	NO	
Airports (see Note 5)	NO	NO	NO	NO	NO	NO	NO	NO	NO	
Solid waste resource recovery facility (see Note 6)	NO	NO	NO	NO	NO	NO	NO	NO	NO	
Piggeries	NO	NO	NO	NO	NO	NO	NO	NO	NO	

NOTES FOR USE REGULATION SCHEDULE is amend-
 ed by adding the following new section.

Organizations described in Section 4.6.C #7 above may be
 granted alcoholic beverage licenses subject to Chapter 138 of
 the Massachusetts General Laws.

JAMES J. GAFFNEY, III AND OTHERS

MOTIONS: Attorney Jay Gaffney motioned to Amend and
 Adopt, Article 16.

A Visitor (red ribbon) began to address the Assembly and
 was challenged by a registered voter. The Assmebly granted
 permission, by a voice vote, to allow the visitor time to ad-
 dress the Assembly.

Mrs. Lorraine Maciel motioned for Indefinite
 Postponement.

Mrs. Barbara Flanagan motioned that the vote(s) be taken
 by Secret Ballot.

A motion was made to Move the Question.

VOTED: The motion to Move the Question passed by a voice
 vote. (12:40 A.M.)

Mrs. Flanagan's motion for a Secret Ballot was uncertain by
 a voice vote. The Secret Ballot motion failed. YES, 102; NO,
 122. (12:45 A.M.)

Attorney Gaffney's motion for Indefinite Postponement failed
 by a voice vote. (12:49 A.M.)

Seven (7) voters requested a standing count. YES, 115; NO, 111.
 Indefinite Postponement of Article 16 was Adopted. (12:52
 A.M. 1-21-87)

A motion was made for adjournment and seconded.

The Wednesday, January 21, 1987, Special Town Meeting
 was adjourned by a voice vote. (12:52 A.M. 1-21-87)

Elizabeth A. Carey, CMC
 Town Clerk

Assessors, Auditor, Treasurer/Collector,
 Board of Selectmen, and Finance Committee:

Pursuant to Section 15A, Chapter 41, Massachusetts General
 Laws, I hereby certify the funds appropriated at the Special
 Town Meeting, convened by proper Warrant on Wednesday,
 January 21, 1987.

APPROPRIATION CERTIFICATE-SPECIAL TOWN MEETING-JANUARY 21, 1987

Article	Appropriate	Raise & Transfer	Borrow
1. Sums of money to specific existing accounts	\$58,000.00	Interest on Maturing Debt 18,216.00	Unemployment Comp.
2. Police Salary Account		10,500.00	Free Cash
4. Funds to various operating accounts to pay outstanding bills of previous years		210,598.93	Free Cash
12. Unclassified-Video Equip. (Cable TV)		22,426.00	Free Cash
14. Fire Dept. Oper. (Exercise Room)		2,000.00	E&D (Free Cash)
15. Board of Health Operating			
Trash Removal Acct. (Canelas)		203,137.00	Free Cash
Trash Disposal Acct. (NESWC)		146,972.00	Free Cash
Total Raise & Appropriate	.00		
Total Transfer		671,849.93	
Total Borrow			.00

NOTE: Total Free Cash = \$595,633.93

Elizabeth A. Carey, CMC
 Town Clerk

Special Town Meeting May 6, 1987

Tewksbury Memorial High School
Pleasant St.
Wednesday, May 6, 1987

Called by proper Warrant the Special Town Meeting, this day, convened at 7:00 P.M. by Moderator William Hurton.

Finance Committee Chairman, Thomas Boyle, motioned to waive the reading of the Warrant Articles.

Voted: Motion to waive the reading of the Warrant Articles was Adopted. 7:00 P.M.

SPECIAL TOWN MEETING May 6, 1987

ARTICLE 1. To see if the Town will vote to transfer certain previously appropriated sums of money to specific existing accounts or take any other action relative thereto.

Adopt and Transfer

From	To
Library Automation	Library Salary - \$1000
Library Automation	Library Operating - \$1000
Unclassified - Unemployment	Selectmen's Operating - \$2600
Unclassified - Unemployment	Selectmen's Salary - \$1000
Unclassified - Unemployment	Town Hall Operating - \$1000
Unclassified - Unemployment	Town Hall Salary - \$200
Unclassified - Unemployment	Selectmen's Negotiator - \$6000
Unclassified - Fire&Liabil	Unclassified Group Ins.-\$10,000
DPW Sewer/Well Project	Unclassified Group Ins.-\$30,000
DPW Town Share Lowell Sewer	Unclassified Group Ins.-\$25,000
DPW Sewer Proj. Coordinator	DPW Operating - \$4000
DPW Overhead Traffic Signal	DPW Operating - \$2000
DPW Testing of Wells	DPW Operating - \$12,400
Police-Line Item-Buyback	DPW Operating - \$9600
Police-Line Item-Buyback	Police Operating - \$1000
Parking Clerk Operating	Town Clerk Outlay - \$590
Parking Clerk Operating	DPW Water Purchase-\$2410
Police-Line Item-Buyback	DPW Water Purchase-\$7691.21
Interest on Maturing Loans	DPW Water Purchase-\$239,728.74
Treasurer/Collector Salary	Selectmen's Negotiator
	Consultant-\$4000
	Indefinitely Postponed
Treasurer/Collector Salary	Int. Temp. Loans - \$6000
Treasurer/Collector Operating	Int. Temp. Loans - \$8000

BOARD OF SELECTMEN

MOTIONS: The Finance Committee motioned to add three (3) items to the Finance Committee Recommendations and to Adopt and Transfer certain previously appropriated sums of money to specific existing accounts.

Selectman Paul Sullivan motioned for Indefinite Postponement of \$4,000 from Treasurer/Collector Salary to Selectmen's Negotiator/Consultant.

VOTED: The motion to Indefinitely Postpone the transfer of \$4,000 from Treasurer/Collector Salary to the Selectmen's Negotiator Consultant was Adopted by a voice vote. 7:14 P.M. (5-6-87)

The Finance Committee's motion to Adopt and Transfer, for the purpose of Article 1, was Adopted by a voice vote. 7:16 P.M. (5-6-87)

ARTICLE 2. To see if the town will vote to petition the Legislature to eliminate the position of Building Commissioner and Building Inspector in the Town of Tewksbury from the provisions of Civil Service Laws, Chapter 31, of the Mass. General Laws, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned for Adoption of Article 2.

VOTED: Article 2 was Adopted by a voice vote. 7:16 P.M. (5-6-87)

RECONSIDERATION: The Planning Board motioned to Reconsider Article 2, "in hopes it doesn't prevail."

The Moderator informed the assembly that Reconsideration required a two-thirds (2/3) vote.

No one stood in favor of Reconsideration and well over fifty (50) voters stood opposed to Reconsideration.

The Moderator declared Reconsideration failed. 7:25 P.M. (5-6-87)

ARTICLE 3. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to be expended by the Board of Health to pay NESWC for rubbish disposal through June, 1987; or take any other action relative thereto.

BOARD OF HEALTH

MOTIONS: The Finance Committee motioned for Indefinite Postponement.

Robert Rauseo, Board of Health Chairman, motioned to Adopt and transfer from available funds the amount of \$184,361.

VOTED: The Finance Committee's motion for Indefinite Postponement was Adopted by a voice vote. 7:24 P.M. (5-6-87)

ARTICLE 4. To see if the Town will vote to transfer from any available funds the sum of \$5,000.00 to pay Charles and Linda Pacquin, residents of Tewksbury, for legal fees connected with an award for special education service for their son, or take any other action relative thereto.

SCHOOL COMMITTEE

MOTION: The Finance Committee motioned for Indefinite Postponement.

The School Committee motioned to Adopt and Raise and Appropriate \$5,000.

VOTED: The Finance Committee's motion for Indefinite Postponement was uncertain by a voice vote. 7:30 P.M.

The Moderator conducted another voice vote for Indefinite Postponement. Indefinite Postponement failed. 7:33 P.M.

Seven (7) voters requested a standing count.

Indefinite Postponement failed; 47 - Yes, 81 - No. 7:33 P.M.

The School Committee's motion to Adopt and Raise and Appropriate \$5,000 was Adopted by a voice vote. 7:33 P.M. (5-6-87)

ARTICLE 5. To see if the Town will vote to raise and appropriate, or transfer from available funds, or borrow a sum of \$325,000.00 for the design and construction of sanitary sewers and their appurtenances on various streets in Town, and to see if the town will vote to authorize the Board of Selectmen/Board of Public Works to acquire any fee, easement or other interest in land necessary therefor, whether by eminent domain, purchase or gift, or otherwise; and to see how said sum should be raised whether by taxation, transfer, borrowing, contributions, or otherwise, and if by borrowing

to authorize the issuance of bonds and notes of the town, and to authorize the Board of Selectmen/Board of Public Works to apply for, accept and expend any federal, state or private grants or contributions that may be available with respect to the project, all of which contributions and grants shall be applied to the project cost in addition to the sums appropriated by the Town for such purposes, and the Treasurer is hereby authorized to borrow the initial necessary funds that will enable the Board of Public Works to engage a consulting engineer to finalize the survey, easement plans, permits, design, contract plans and documents for the proposed project.

BOARD OF PUBLIC WORKS

MOTION: *The Finance Committee motioned to Adopt and Transfer \$325,000 from Article 13 of the Special Town Meeting of November 14, 1984 (Sewerage Construction and Design Phase III) to this Article.*

VOTED: *The Finance Committee's motion to Adopt and Transfer \$325,000 per Finance Committee Recommendation for the purpose of Article 5 was Adopted by a voice vote. 7:34 P.M. (5-6-87)*

The Moderator entertained a motion to adjourn the May 6, 1987 Special Town Meeting, which was second.

The motion to adjourn the May 6, 1987 Special Town Meeting was Adopted by a voice vote. 7:34 P.M. (5-6-87)

Elizabeth A. Carey, CMC

Town Clerk

Assessors, Auditor, Treasurer/Collector

Board of Selectmen and Finance Committee

Pursuant to Section 15A, Chapter 41 Mass. General Laws, I hereby Certify the funds appropriated at the Special Town Meeting, convened by proper Warrant, Wednesday, May 6, 1987.

APPROPRIATION CERTIFICATE-SPECIAL TOWN MEETING-May 6, 1987

Article	Appropriate	Raise & Transfer	Borrow
1. Sums of money to specific existing accounts		\$371,224.95	
4. Legal fees to Town Resident	\$5,000		
5. Design and Construction of Sanitary Sewers on various Town Streets		325,000.00	From Art. 13 STM Nov. 14, 1984
Total Raise & Appropriate	\$5,000		
Total Transfer		696,224.95	
Total Borrow			.00

Elizabeth A. Carey, CMC

Town Clerk

Special Town Meeting September 28, 1987

Lewksbury Memorial High School

Pleasant St.

September 28, 1987

Called by proper Warrant, Moderator William Hurton convened the Special Town Meeting at 8:00 P.M.

The moderator read the Town Meeting guidelines regarding voting and the visitors section and emphasized that all voters must have their voter identification ribbon conspicuously displayed so as to be counted by the counters.

There were 285 voters and 28 visitors in attendance.

Finance Committee Chairman, Joseph Gill, motioned to waive the reading of the Warrant articles.

Voted: Motion was Adopted by a voice vote. 8:02 P.M.

A moment of silence was held for Edmund Hoell, who passed away September 13, 1987, and was election Warden of Precinct 1 - 1A.

SPECIAL TOWN MEETING September 28, 1987

ARTICLE 1. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for the fiscal year 88 DPW Budget.

BOARD OF SELECTMEN

The Finance Committee motioned to Adopt and Raise and Appropriate the following amounts:

\$14,183.38 to the DPW Salary Account for new employees

\$45,816.62 to DPW outlay Account

\$60,000.00

The Moderator informed the assembly that this would require a split vote. The figure for new employees required a 3/4's vote.

VOTED: The motion to Raise and Appropriate \$14,183.38 for the DPW Salary Account for new employees was unanimously Adopted by a standing count. Zero (0) voters opposed, and over fifty (50) voters in favor. 8:05 P.M. (9-28-87)

The motion to Raise and Appropriate \$45,816.62 for the DPW Outlay Account was Adopted by a unanimous voice vote. 8:05 P.M. (9-28-87)

ARTICLE 2. To see if the Town will vote to raise and appropriate or transfer from available funds the following sums of money for the purpose of paying outstanding bills from previous years or take any other action relative thereto:

BUILDING DEPARTMENT

George Nawn \$1,330.30

WIRING INSPECTOR

Jeremiah Delaney \$182.20

FIRE DEPARTMENT

Patricia Montaperto, M.D. \$25.00

St. John's Hospital \$158.00

CONSULTANT

Murphy, Hesse, Toomey & Lehane \$1764.25

COMPREHENSIVE HOUSING COMMITTEE

Attorney Frank M. Capezera \$5,028.75

RUBBISH COLLECTION

Canelas Company, Inc. \$1,231.05

North Andover RESCO

(State Street Bank & Trust) \$104,691.24

COUNCIL ON AGING

New England Telephone Co. \$84.92

STREET LIGHTS

Massachusetts Electric Co. \$10,549.29

TOWN HALL	
Savin Corp.	\$130.31
First Petroleum Corp.	\$161.56
New England Telephone Co.	\$255.71
AT&T	\$209.00
Mass. Electric Co.	\$317.01

BOARD OF SELECTMEN

ARTICLE 2. To see if the Town will vote to raise and appropriate or transfer from available funds the following sums of money for the purpose of paying outstanding bills of previous years of take any other action relative thereto:

BUILDING DEPARTMENT

George Nawn	\$1,330.30
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WIRING INSPECTOR

Jeremiah Delaney	\$182.20
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FIRE DEPARTMENT

Patricia Montaperto, M.D.	\$25.00
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St. John's Hospital	\$158.00
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CONSULTANT

Murphy, Hesse, Toomey & Lehan	\$1764.25
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COMPREHENSIVE HOUSING COMMITTEE

Attorney Frank M. Capezzeria	\$5,028.75
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RUBBISH COLLECTION

Canelas Company, Inc.	\$1,231.05
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North Andover RESCO

(State Street Bank & Trust)	\$104,691.24
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COUNCIL ON AGING

New England Telephone Co.	\$84.92
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STREET LIGHTS

Massachusetts Electric Co.	\$10,549.29
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TOWN HALL

Savin Corp.	\$130.31
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First Petroleum Corp.	\$161.56
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New England Telephone Co.	\$255.71
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AT&T	\$184.65
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Mass. Electric Co.	\$317.01
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BOARD OF SELECTMEN

The Moderator informed the assembly that unpaid bills required a 9/10th vote for adoption, and the item AT&T amount in the Warrant is the correct figure. The original posted Warrant figure was \$184.65

MOTION: The Finance Committee motioned to Adopt and Raise and Appropriate \$126,118.59 for the purpose of Article 2.

VOTED: Article 2, per Finance Committee's motion, was Adopted by a standing count. Three (3) voters were opposed to Adoption and over ninety (90) voters were in favor of Adoption. The Moderator ruled, Article 2 was Adopted. 8:09 P.M. (9-28-87)

ARTICLE 3. To see if the Town will vote to authorize the Tewksbury Affordable Housing Committee to petition the State Legislature to amend Chapter 774 of the Acts of 1969 as follows:

(1) The state shall order every city and town to form a committee consisting of either elected officials or private citizens; a member of the Planning Board or Board of Selectmen in a town or member of the City Council in the case of a city; the size of the committee will depend on the needs of the community but there shall be no less than 5 members nor more than 15 members.

(2) The Comprehensive Housing Committee in each city or town shall determine the number of low and moderate income houses needed. The process to be used shall be determined by the committee and a report be submitted to the state on a yearly basis as to how the quotas will be met.

(3) 100% of the low and moderate income units will be for the residents of the city or town which the committee serves. Applicants must have been residents of the community for not less than 5 years previous but must have been a resident of the town within the past year prior to making application with the exception of those in the military or those who have lived out of state due to educational commitments. 10% ratio would be set up by an application process to the local town board only. Elderly housing would be provided with no previous home ownership requirements; formula to be worked out by the state and local housing boards.

(4) No development will be larger than 100 units in size. Minimum amount of area to be decided by local board and submitted to the state for its approval based on the fact they would have a plan suitable to meet the 10% quota. No Comprehensive Housing project will be limited to one area of the community to cover the quota. Each comprehensive housing proposal is to be divided as best it can either by voting precincts or by north, south, east, west central. Any new proposed apartment development, condominium development or housing development in each city or town would be required to have a minimum of 10% low or moderate income housing approved through the local Comprehensive Housing Board.

(5) The requirements of Chapter 774 will not apply to municipalities that have built multiple family dwellings in excess of 10% of their growth over the past 5 years.

Or take any other action relative thereto.

BOARD OF SELECTMEN

ARTICLE 3. To see if the Town will vote to authorize the Tewksbury Affordable Housing Committee to amend Chapter 774 of the Acts of 1969 as follows:

(1) The state shall order every city and town to form a committee consisting of either elected officials or private citizens; a member of the Planning Board and Board of Selectmen in a town or member of the City Council in the case of a city; the size of the committee will depend on the needs of the community but there shall be no less than 5 members nor more than 15 members.

(2) The Comprehensive Housing Committee shall determine from Tewksbury residents the number of low and moderate income houses needed. The process to be used shall be determined by the committee and a report be submitted to the state on a yearly basis as to how the quotas will be met.

(3) 100% of the low and moderate income units will be for the residents of the city or town which the committee serves. Applicants must have been residents of the community for not more than 5 years previous but must have been a resident of the town within the past year prior to making application with the exception of those in the military or those who have lived out of state due to educational commitments. 10% ratio would be set up by an application process to the local town board only. Elderly housing would be provided for second time buyers over the age of 60; formula to be worked out by the state and local housing boards.

(4) No development will be larger than 100 units in size. Minimum amount of area to be decided by local board and submitted to the state for its approval based on the fact they would have a plan suitable to meet the 10% quota. No Comprehensive Housing project will be limited to one area of the

community to cover the quota. Each comprehensive housing proposal is to be divided as best it can either by voting precincts or by north, south, east, west central. Any new proposed apartment development, condominium development or housing development in each city or town would be required to have a minimum of 10% low or moderate income housing approved through the local Comprehensive Housing Board. (5) The requirements of Chapter 774 will not apply to municipalities that have built multiple family dwellings in excess of 10% of their growth over the past 5 years. Or take any other action relative thereto.

BOARD OF SELECTMEN

The Moderator informed the assembly that three (3) corrections were made in the Warrant, that they have, from the original posting.

1. In the 2nd paragraph, 3rd line, the correct word is "or".
2. In the 3rd paragraph, 1st line, "in each city or town", has the same meaning, makes it more understandable.
3. In the 4th paragraph, last line, "with no previous homeownership requirements" has the same meaning, makes it more understandable.

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 2 was Adopted by a voice vote. 8:21 P.M. (9-28-87)

ARTICLE 4. To see if the Town will vote to authorize one (1) permanent additional Lieutenant position in the Police Dept. Said position to be funded from fiscal 1988 Police Dept. budget, and said authorization to expire at the time of the next vacancy for a permanent lieutenant, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned for Adoption. Selectman Charles Coppola motioned to Amend.

VOTED: Selectman Coppola's motion to Amend was uncertain by a voice vote. Seven (7) voters requested a standing count. Selectman Coppola's Amendment was Adopted by a standing count. 95 YES 92 NO 8:37 P.M.

The Finance Committee's motion to Adopt, as Amended, carried by a voice vote. 8:37 P.M.

AMENDMENT: After the last comma (for a permanent lieutenant,) add....., further no other permanent sergeant or lieutenant positions will be added until this time, that is, not to exceed 12 positions total

ARTICLE 5. To see if the Town will vote to amend the Town by-laws by adding under Article IX General a new "section 14 Appointment/Removal of Building Commissioner and Assistant Building Commissioner: The positions of Building Commissioner and Assistant Building Commissioners shall be filled by a majority vote of the Board of Selectmen; removal shall be by 4/5 vote of the Board of Selectmen. They may be removed for just cause only and no such removal shall occur within ninety days following any town election that has caused a change in the composition of the Board. They shall be given written notice at least fourteen days prior to the date of removal, which shall specify the reasons for such removal.

At their request in writing, a public hearing shall be held by the Board on the charges brought against them."

Or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned for Adoption. Selectmen Jay Kelley motioned to Amend Article 5.

VOTED: Selectman Kelley's amendment was Adopted by a voice vote. 8:43 P.M. (9-28-87)

The Finance Committee's motion to Adopt as Amended, carried by a voice vote. 8:43 P.M. (9-28-87)

Selectman Paul Sullivan motioned to Reconsider Article 5, "In hopes it doesn't prevail." Reconsideration failed. Zero (0) voters were in favor of Reconsideration and over fifty (50) were opposed to Reconsideration. The Moderator declared Reconsideration Failed by a unanimous vote. 8:45 P.M. (9-28-87)

AMENDMENT: The position of building commissioner and assistant building commissioner (alternate building inspector) shall be filled by a majority vote of the Board of Selectmen. Removal shall be by a four-fifths vote of the Board of Selectmen for just cause only and no such removal shall occur within ninety (90) days following any Town election that has caused a change in the composition of the Board. Such employee shall be given written notice at least fourteen (14) days prior to the date of removal, which shall specify the reasons for such removal. If such employee makes a request in writing, a public hearing shall be held by the Board of Selectmen of the charges brought against such employee.

ARTICLE 6. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$6,000.00 to be transferred to the Town Manager Screening Committee Account for the purpose of interviewing candidates for the position of Town Manager.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned to Adopt and Transfer \$6,000.00 from Town Manager Salary Account to Town Manager Screening Committee Account.

VOTED: Article 6 was Adopted per Finance Committee Recommendation by a voice vote. 8:48 P.M. (9-28-87)

ARTICLE 7. To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to eliminate the position of Fire Chief in the Town of Tewksbury from the provisions of the Civil Service Laws, Chapter 31 of the Massachusetts General Laws, or take any other action relative thereto.

James J. Morris
Chief of the Fire Department

Fire Chief James Morris motioned to withdraw Article 7.

VOTED: Article 7 was withdrawn by a voice vote. 8:49 P.M. (9-28-87)

ARTICLE 8. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$35,000.00 to be expended by the Board of Health for sewage disposal.

BOARD OF HEALTH

Board of Health Chairman, Robert Rauseo, motioned to withdraw Article 8.

VOTED: Article 8 was withdrawn by a voice vote. 8:49 P.M. (9-28-87)

ARTICLE 9. To see whether the Town will approve the construction of a new Housing Project by the Tewksbury Housing Authority, namely a housing project for the elderly and handicapped persons pursuant to the provisions of Chapter 667 of the Massachusetts Acts of 1954, and acts in amendment thereof and in addition thereto, to be known as State-aided Housing Project 667-4.

TEWKSBURY HOUSING AUTHORITY

MOTION: The Finance Committee motioned for Adoption of Article 9.

VOTED: Article 9 was adopted by a voice vote. 8:50 P.M. (9-28-87)

ARTICLE 10. To see if the Town will vote to authorize the Board of Selectmen to enter into a Cooperation Agreement Regarding Payments in Lieu of Taxes to be paid by the Local Housing Authority on new developments constructed pursuant to the provisions of Chapter 705 and Chapter 689 or take any other action relative thereto.

TEWKSBURY HOUSING AUTHORITY

MOTION: The Finance Committee motioned for Adoption of Article 10. Housing Authority member, Leo Chibas, motioned to Amend Article 10.

A motion to Move the Question was Adopted by a voice vote. 9:12 P.M. (9-28-87)

Mr. Chibas' amendment failed by a voice vote. 9:12 P.M. (9-28-87)

The Finance Committee's motion to Adopt Article 10 carried by a voice vote. 9:13 P.M. (9-28-87)

ARTICLE 11. To see if the Town will vote to transfer the sum of \$310,000.00 previously appropriated under Article 33 of the 1986 Annual Town Meeting to the fiscal year 1988 Maturing Debt Account and to reduce the amount raised and appropriated for that account at the May 4, 1987, annual town meeting by \$310,000.00, or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned for adoption of Article 11

The Board of Selectmen motioned to withdraw Article 11. (The Finance Committee concurred with the Board of Selectmen).

VOTED: The Board of Selectmen's motion to withdraw Article 11 was Adopted by a voice vote. 9:19 P.M. (9-28-87)

ARTICLE 12. To see if the Town of Tewksbury will petition the General Court for approval on the following article:

An Act Authorizing the Town of Tewksbury to Establish a Reserve Police Force.

SECTION 1: Said Reserve Police Force of the Town of Tewksbury shall not be subject to the provisions of Section 12 of Chapter 147 of the General Laws.

SECTION 2: Notwithstanding the provisions of Section 13A of Chapter 147 of the General Laws or any other law or regulation to the contrary, the Town of Tewksbury may establish a Reserve Police Force not subject to Chapter 31.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned to Adopt Article 12.

Mr. Joseph Brown motioned for Indefinite Postponement. Selectman William Hallisey motioned to Amend Article 12.

VOTED: Mr. Brown's motion for Indefinite Postponement failed by a voice vote. 9:27 P.M. (9-28-87)

Selectman Hallisey's Amendment was Adopted by a voice vote. 9:27 P.M. (9-28-87)

The Finance Committee's motion to Adopt Article 12 as Amended, was Adopted by a voice vote. 9:27 P.M. (9-28-87)

AMENDMENT: Amend by adding after the words "Chapter 31", the words "of the Massachusetts General Laws."

ARTICLE 13. To determine what sum the Town will authorize and direct the Assessors to take from available funds to reduce the tax levy for the current years, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned to Adopt and Transfer from Free Cash \$1,000,000.00 for the purpose of Article 13.

Selectman William Hallisey motioned to Table Article 13 and to go on to Article 14.

VOTED: Article 13 was Tabled by a voice vote. 9:32 P.M. (9-28-87)

MOTION: The Finance Committee motioned to Remove Article 13 from the Table.

VOTED: Article 13 was Removed from the Table by a voice vote. 10:54 P.M. (9-28-87)

The Finance Committee requested a one (1) minute recess. 10:54 P.M. (9-28-87)

The Special Town Meeting reconvened at 10:55 P.M. (9-28-87)

MOTION: The Finance Committee motioned to Adopt and Transfer \$1,434,000.00 from Free cash for the purpose of Article 13.

VOTED: Finance Committee's motion to Adopt and Transfer \$1,434,000.00 from Free Cash for the purpose of Article 13 was Adopted by a voice vote. 10:55 P.M. (9-28-87)

ARTICLE 14. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$2,450.00 for the purpose of purchasing chairs for the Selectmen's Meeting Room, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned for Indefinite Postponement.

VOTED: Article 14 was Indefinitely Postponed by a voice vote. 9:33 P.M. (9-28-87)

ARTICLE 15. To see if the Town will vote to accept M.G.L. Chapter 41, Sec. 41B which will provide for direct bank deposits for town employees, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee Chairman, Joseph Gill, motioned to Adopt Article 15.

Selectman Charles Coppola motioned to Amend Article 15.

VOTED: Selectman Coppola's amendment was Adopted by voice vote. 9:35 P.M. (9-28-87)

The Finance Committee's motion to Adopt, as Amended, was Adopted by a Secret Ballot. 132 Yes - 19 No. 9:44 P.M. (9-28-87)

AMENDMENT: Delete M.G.L. and add in its place Massachusetts General Laws.

ARTICLE 16. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$105,000.00 for the purpose of purchasing a computer for the Police Dept. or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned for Indefinite Postponement. Police Lt. John Mackey motioned to Adopt and Raise and Appropriate \$95,000.00.

Mr. William Phalan Motioned to Amend.

VOTED: Mr. Phalan's Amendment was Adopted by a voice vote. 9:59 P.M. (9-28-87)

The Finance Committee's motion for Indefinite Postponement failed by a voice vote. 10:00 P.M. (9-28-87)

Lt. Mackey's motion to Adopt and Raise and Appropriate \$95,000.00 to the Police Dept. Capital Outlay Account was Adopted by a voice vote. 10:01 P.M. (9-28-87)

AMENDMENT: Amend after the word computer the words "after competitive bids have been received, award to be made to the low responsive, responsible bidder"

Selectman William Hallisey notified the Moderator, to be on record, for a possible Reconsideration of Article 11 in the event the Town Meeting has to adjust funds. 9:46 P.M. (9-28-87)

ARTICLE 17. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to bring town sewerage down to 89 Trull Road, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned for Indefinite Postponement.

VOTED: Article 17 was Indefinitely Postponed by a voice vote 10:01 P.M. (9-28-87)

ARTICLE 18. To see if the Town will vote to take action to comply with the requirements of "Proposition 2½" by amending certain articles or budgets at the May 4, 1987, Annual Town Meeting, by reducing some or all the appropriations therein by a certain percentage or sum of money or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Board of Selectmen motioned to withdraw Article 18.

VOTED: Article 18 was withdrawn by a voice vote. 10:02 P.M. (9-28-87)

ARTICLE 19. To see if the Town will vote to accept an easement from Paul Allen. Said easement located on property on Carleton Road which forms part of a four hundred foot (400') protective radius to a Town of Tewksbury supply well all as shown on a plan filed with Board of Public Works/Board of Selectmen, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 19 was Adopted by a voice vote. 10:02 P.M. (9-28-87)

ARTICLE 20. To see if the Town will vote to transfer the sum of \$1,200 from the fiscal 1988 Civil Defense budget line item to fiscal 1988 Police Dept. budget capital outlay, or take any other action relative thereto.

MICHAEL SITAR
CIVIL DEFENSE DIRECTOR

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 20 was Adopted by a voice vote. 10:03 P.M. (9-28-87)

ARTICLE 21. To see if the Town will vote to accept \$25,510 from the Commonwealth of Massachusetts as an Equal Education Opportunity Grant under Chapter 188 as provided for in the Massachusetts General Laws. This amount of money is to be expended by and accounted for by the Tewksbury School Committee or take any other action relative thereto.

JOHN W. WYNN
SUPERINTENDENT OF SCHOOLS

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 21 was Adopted by a voice vote. 10:04 P.M. (9-28-87)

ARTICLE 22. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$390.00 to purchase one swintec Model 8014 Electronic Typewriter for the Building Department.

GEORGE T. NAWN, SR.
BUILDING COMMISSIONER

MOTION: The Finance Committee motioned to Adopt and Transfer \$390.00 from Building Dept. Operating to Building Dept. Outlay.

VOTED: Finance Committee's motion to Adopt and Transfer \$390.00 from Building Dept. Operating to Building Dept. Outlay was Adopted by a voice vote. 10:05 P.M. (9-28-87)

ARTICLE 23. To see if the Town will vote to raise and appropriate, or transfer from available funds the sum of \$600.00 to install a telephone line into the Building Dept. to handle calls for the Plumbing/Gas and Wiring Inspectors exclusively.

GEORGE T. NAWN, SR.
BUILDING COMMISSIONER

MOTION: The Finance Committee motioned to Adopt and Raise and Appropriate \$600.00 for the Building Dept. Operating Account for the purpose of Article 23.

VOTED: The Finance Committee's motion to Adopt and Raise and Appropriate \$600.00 for the Building Dept. Operating Account for the purpose of Article 23 was Adopted by a voice vote. 10:06 P.M. (9-28-87)

ARTICLE 24. To raise and appropriate from available funds the sum of \$11,500.00 for the payment of the employee's share of the Federal Medicare Tax, assessed by the Internal Revenue Service to the Town of Tewksbury for the town fiscal year of 1988 and intended to include the monies to reimburse the Group Health Insurance Account.

WARREN R. CAREY
TREASURER/COLLECTOR

MOTION: Treasurer/Collector Warren Carey motioned to Adopt and Raise and Appropriate \$11,500.00 The Finance Committee motioned to Adopt and Transfer \$11,500.00 from the Town Manager Salary Account to the Federal Medicare Tax Account.

A voter asked for a clarification on "employee's" share or "Town's" share.

Mr. Carey offered an Amendment to correct the error in the Warrant. Mr. Carey withdrew his motion to Raise and Appropriate and agreed to change to the Transfer as recommended by the Finance Committee provided the money is available.

VOTED: Mr. Carey's Amendment was Adopted by a voice vote. 10:11 P.M. (9-28-87)

The Finance Committee's motion to Adopt, and Transfer \$11,500.00 from the Town Manager Salary Account to the Federal Medicare Tax Account was Adopted, as Amended by a voice vote. 10:12 P.M. (9-28-87)

AMENDMENT: In the second line - delete "employee's" and substitute "Town".

Lt. John Mackey motioned to Reconsider the Amendment to Article 16. The Moderator explained, "You must Reconsider the Article no just the Amendment."

Lt. Mackey motioned to Reconsider Article 16.

In light of the information discussed, Lt. Mackey withdrew his motion. 10:17 P.M. (9-28-87)

ARTICLE 25. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$2,200.00 to the Treasurer-Collector's Salary Account for the purpose of opening the Treasurer-Collector's Office to the public one evening a week or take any other action relative thereto.

WARREN R. CAREY
TREASURER/COLLECTOR

MOTION: Treasurer/Collector Warren Carey motioned to withdraw Article 25. Mr. Carey thanked the Finance Committee for their transfer approval within the Treasurer/Collector salary budget.

VOTED: Article 25 was withdrawn by a voice vote. 10:18 P.M. (9-28-87)

ARTICLE 26. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$2,000 to cover the utility expenses at 974 Main Street (Recreation Storage Building), for fiscal 1987-1988.

JOHN MILLER, CHAIRMAN
RECREATION COMMISSION

MOTION: The Finance Committee motioned for Indefinite Postponement.

VOTED: Article 26 was Indefinitely Postponed by a voice vote. 10:18 P.M. (9-28-87)

ARTICLE 27. To see if the Town will vote to amend the Zoning By-Law as follows, or take any other action relative thereto:

DELETE: Section 4.6, Footnote 6 of the Use Regulations in its entirety

Footnote 6 of the Use Regulations was adopted at the 1977 annual town meeting prior to the selection of North Andover as the site of the Solid Waste Recovery Facility. Since the selection of North Andover as the site, there is no longer a need for a site in Tewksbury. This change will no longer allow that type of use in Tewksbury.

ROBERT FOWLER
CHAIRMAN, PLANNING BOARD

MOTION: Planning Board Chairman, Robert Fowler, motioned to withdraw Article 27.

VOTED: Article 27 was withdrawn by a voice vote. 10:20 P.M. (9-28-87)

ARTICLE 28. To see if the Town will vote to amend the Tewksbury Zoning By-Laws and the associated zoning Map by changing the land along Shawsheen Street, herein described, being presently zoned for General Residence, Farming and Limited Business to Limited Business. Said land is described as follows:

A certain parcel of land on the northerly side of Shawsheen Street bounded and described as follows:

Westerly by the remaining land of Rolland Roy (which is presently zoned Limited Business) on hundred ninety six and 43/100 (196.43) feet, Northwesterly by land of Timothy Sullivan and et. al. one hundred sixty nine and 21/100 (169.21) feet, Easterly by land of Donald and Carol Westcott three hundred sixteen and 32/100 (316.32) feet, Southerly by Shawsheen Street one hundred eighty and 23/100 (180.23) feet. Containing 1 acre more or less, being shown as a portion of Lot 11 Sheet 70 on the Town of Tewksbury Assessors Maps, or take any other action relative thereto.

ROLLAND ROY AND OTHERS

MOTION: Planning Board Chairman, Robert Fowler, motioned to Indefinitely Postpone Article 27.

Mr. Rolland Roy motioned for Adoption of Article 27.

VOTED: The Planning Board's motion for Indefinite Postponement failed by a voice vote. 10:28 P.M. (9-28-87)

Mr. Roy's motion to Adopt Article 28 carried by a standing count. 105 - Yes, 12 - No. Two-thirds vote required (78). 10:29 P.M. (9-28-87)

ARTICLE 29. To see if the Town will vote to amend the Tewksbury Zoning By-Laws and the associated zoning Map by changing a certain parcel of land on Old Boston Road. This is currently zoned General Residence as shown in Registry of Deeds Book of Plans, plan 88, plan 62 and the proposal is to rezone to light industrial. The said parcel of land as described below.

Containing 2.66 acres more or less subject to deeds of Right of Way to Lowell Electric Corporation as recorded with Registry Book 1206, page 246, also Book 1223, page 128. Northerly on Old Boston Road, 402.10 feet by land known as Pitt, 104 feet westerly by Boston & Maine Railroad Track 800 feet, by land formerly Kennedy (owner unknown) 212 feet by former Tewksbury Water Department 259.50 by land known as Moores 99 feet, said land is shown on Tewksbury Assessor's Map 48, Lot 33, or take any other action relative thereto.

KENNETH J. CAMARA AND OTHERS

MOTION: The Planning Board motioned for Adoption of Article 29.

VOTED: Article 29 was Adopted by a standing count. 67 - Yes, 5 - NO. Two-thirds vote required (48) 10:32 P.M. (9-28-87)

ARTICLE 30. To see if the Town of Tewksbury will vote to raise and appropriate funds to reimburse Tom Murphy and Kathy Latta for expenses occurred in order to lower the sewerage stump to a usable level.

THOMAS J. MURPHY AND OTHERS

MOTION: The Finance Committee motioned for Indefinite Postponement.

VOTED: Article 30 was Indefinitely Postponed by a voice vote. 10:33 P.M. (9-28-87)

ARTICLE 31. To see if the Town would raise and appropriate \$6,000.00 for engineering services to prepare a street acceptance plan for Tanager Road.

DEBRA RILLAHAN AND OTHERS

MOTION: The Finance Committee motioned for Indefinite Postponement.

Mr. Brian Rillahan motioned to Adopt and Raise and Appropriate \$6,000.00.

Mr. Brian Rillahan motioned to Amend Article 31.

VOTED: The Finance Committee's motion for Indefinite Postponement failed by a voice vote. 10:52 P.M. (9-28-87)

Mr. Rillahan's motion to Amend Article 31 was Adopted by a voice vote. 10:53 P.M. (9-28-87)

Mr. Rillahan's motion to Adopt, as Amended, and to Raise and Appropriate \$6,000.00 was Adopted by a voice vote. 10:53 P.M. (9-28-87)

AMENDMENT: After the figure \$6,000.00, add, "money to be expended by the DPW for this purpose.

Selectman William Hallisey motioned to adjourn the September 28, 1987 Special Town Meeting sine die.

The September 28, 1987 Special Town Meeting was adjourned sine die, by a voice vote. 10:55 P.M. (9-28-87)

Elizabeth A. Carey, CMC
Town Clerk

Assessors, Auditor, Treasurer/Collector,
Board of Selectmen, and Finance Committee

Pursuant to Section 15A, Chapter 41, Massachusetts General Laws, I hereby certify the funds appropriated at the Special Town Meeting, convened by proper warrant, Monday, September 28, 1987.

**APPROPRIATION CERTIFICATE-SPECIAL TOWN
MEETING-SEPTEMBER 28, 1987**

Article	Appropriate	Raise & Transfer	Borrow
1. 1988 DPW Budget	\$60,000.00		
2. Outstanding Bills	126,118.59		
6. Town Manager Screening Committee Account		\$6,000.00 Town Manager Salary Acct.	
13. Reduce the Tax Levy		1,434,000.00 Free Cash	
16. Purchase Computer for Police Dept.	95,000.00		
20. Police Dept. Capital Outlay		1,200.00 Civil Defense Line Item	
22. Building Dept. Outlay		390.00 Build. Dept. Oper.	
23. Building Dept. Tel. Line	600.00		
24. Town's Share of Federal Medicare Tax		11,500.00 Town Manager Salary Acct.	
31. Engineering Service for Tanager Rd. to be Expended by the DPW	6,000.00		
Total Raise & Appropriate	\$287,718.59		
Total Transfer		1,453,090.00	
Total Borrow			\$.00

Elizabeth A. Carey, CMC
Town Clerk

ADMINISTRATION

Selectmen

Veterans' Services

Housing Authority

Board of Appeals

Planning Board

Town Counsel

Town Clerk

Board of Registrars

Board of Selectmen



During the past year the Board of Selectmen conducted many wetlands hearings, met with department heads on numerous issues and received and heard complaints from residents.

The Board of Selectmen and the Town Manager Screening Committee expended many hours meeting and conducting interviews in an attempt to find the best qualified candidate to fill the position of town manager. On November 24, 1987, the Board of Selectment appointed David G. Cressman as Tewksbury's first Town Manager. The Board of Selectment on behalf of all the residents of the Community wish David the best of luck.

Weekly Selectmen Meetings continue to be televised through the assistance and cooperation of Media Specialist, Donald Stewart as well as a number of high school students. In addition, a number of Finance Committee hearings were televised this past year.

The Board of Selectmen as well as all department heads continue to work under the constraints of Proposition 2½. The departments worked under an additional handicap due

to the fact that Revenue Sharing funds are no longer available to the town. The Board of Selectmen wishes to extend their thanks to the men and women who have served as members of appointed and elected boards and Committees for the time and effort expended by these people in varied positions in town government.

The Selectmen's Office in the Town Hall is open daily from 8:30 A.M. to 4:30 P.M. for the convenience of the townspeople, and the Selectmen meet every Tuesday evening at 8:00 P.M. All residents are welcome to attend these meetings. However, if you wish to be heard, or to have the Board take action on a specific matter, it will be necessary to have a detailed written request presented at the Selectmen's Office prior to the noon closing of the agenda on the Wednesday preceding each meeting. This procedure enables the Selectmen to gather any pertinent information prior to the meetings and eliminates the necessity for delay in the making of decisions.

Respectfully submitted,
Board of Selectmen

Town Counsel

During the year 1987, your Town Counsel, Charles J. Zaroulis, Esq., has represented the Town of Tewksbury in litigation before the District Court of Lowell, Middlesex Superior Court, the Appeals Court, the Supreme Judicial Court, and also in matters before the Appellate Tax Board, Civil Service Commission and, in addition, before the Housing Appeals Committee for the Commonwealth and the U.S. Bankruptcy Court.

Municipalities are now liable for acts of negligence by its officers and employees and civil rights actions are becoming more prevalent. It becomes important that all officials and employees exercise due care and correct those conditions which might result in litigation.

With the change concerning litigation and civil rights liability, there has been a significant increase in legal action of substantial nature, such as Dianne Cronin & others v. the Town and Jeannette Rocco v. Board of Assessors in civil rights, Rlin Manor in the U.S. Bankruptcy Court and Merrimack Meadows Corp. v. Board of Appeals in the Superior Court and Appeals Court, as well as before a state administrative agency, the Housing Appeals Committee, and, with the ever increasing pressure for land use, numerous cases have been filed in the district and superior courts regarding variances, zoning violations, wetland use, such as Conway v. Town, together with a number of construction cases related to the sewer project, such as Lombardi v. Town, and Grezek v. Town.

In addition to court and administrative hearings, your Town Counsel has appeared before state agencies, prepared legal documents, contracts, deeds, easements, court pleadings, and memoranda and opinions for various departments, has drafted by-laws, rules and regulations, and Town Meeting articles, and has been involved in the sewer and water treatment plant projects.

I again wish to thank the several Boards and Departments and their officers and employees for the excellent cooperation afforded to me during the past year.

Charles J. Zaroulis
Town Counsel

Dog Officer

I would like to thank all the people who obey the leash law in Tewksbury, although I am sorry to report that only a small percent remembers. All dogs in Tewksbury should be licensed and have their shots. If your dog is not licensed, and is picked up, it is very hard to trace the owner of the dog. Let's protect our children (from dog bites etc.) and keep our dogs restrained!

I would like to make you aware if your dog is picked up there will be an administration fee of \$25.00, plus \$2.00 per day, board and keep, up to \$100.00, plus fines as follows:

First Offense	\$25.00
Second Offense	50.00
Third Offense	50.00
Fourth Offense & After	50.00

So get your dog licensed and have all the required shots.

Walter Collins, *Dog Officer*

Personnel Board

1987 Annual Report of the Personnel Board

The Personnel Board was established in 1961 by an act of the State Legislature. Members are appointed by the Board of Selectmen. The original duties of the board were to study the problem of compensation of all Town employees, except those filled by popular election and professional positions under the direction and control of the School Committee and to prepare a wage and classification plan and personnel policy plan. Since the implementation of the Collective Bargaining Law, the majority of Town employees are covered under Police, Fire and Municipal Employee contracts. The Personnel Board is responsible only for the positions not included in the three contracts.

The goal of the Personnel Board in 1987 was to rewrite the Personnel By Law in an effort to clarify certain sections. This task was completed and the By Law was reprinted in June of that year. Members worked long and diligently updating job descriptions for all positions in the Personnel By Law Wage Schedule.

The Personnel Board is looking forward to working with our new Town Manager to make further necessary changes in the Personnel By Law.

Current and accurate sick time and vacation records of all Town employees are maintained by the Personnel Board. This is especially important for retirement purposes.

Meetings are held on the second and fourth Thursdays of each month at 7:00 P.M., in the lower Town Hall and are open to the public.

Respectfully submitted,
PERSONNEL BOARD
Michael F. Skerry, Jr., *Acting-Chairman*
Kathleen McLeod, *Clerk*
Frances Moore
William Blakeney
Donald Power

Planning Board

1987 Annual Report Tewksbury Planning Board

The Tewksbury Planning Board was reorganized after the April 1987 election, resulting in the following assignments: The Chairman, Robert Fowler; Vice Chairman, Joseph Doherty; Clerk, Wilfred Lambert; Members, George Donovan and Robert P. Sullivan.

Nineteen Hundred and Eighty Seven was a very busy year for the Planning Board. The Board received twenty four applications for Site Plan Special Permits during the year. In 1987, there were seven new subdivisions in the Town, amounting to 44 new building lots.

Industrial growth continued in 1987, the most prominent developments being the continuing construction of Metropolitan Park East, and the Apple Hill Technology Park. Raytheon Corporation continued their move to the Apple Hill Technology Park which will bring as many as 3,000 jobs to the Town.

The Board, working with developers in North Tewksbury continued the Route 133 Traffic Study. A new traffic light was installed at North and Andover Streets, and the board worked with developers in the area to develop the North Street/Andover Street industrial access road.

The Board meets on the second and fourth Mondays of each month at 6:30 PM. The Planning Board office is open to the public weekdays from 8:30 AM to 4:30 PM.

The Chairman would like to thank the Board members, our secretary, and the Town Planner for the hard work and devotion to duty during the past year. It is certain the Town will benefit from these labors.

Robert A. Fowler, *Chairman*

Board of Appeals

Board of Appeals 1987 Annual Report

The Board of Appeals has the duty of reviewing and rendering decisions on applications which request variances or special permits from Zoning By-Laws and permitted land uses. The Board accepts such applications on the fourth Thursday of each month, and after issuing public notices, conducts public hearings concerning those applications on the fourth Monday of the next given month.

Throughout the review process, the Board members investigate and view properties in question, while always inviting public comment. During the open hearings, the cases are discussed freely with complete regard for public opinion. In addition, the Board of Appeals actively seeks interaction with other Town Agencies such as the Building Inspector, Planning Board, the Conservation Commission and the office of Town Counsel. The Board of Appeals sincerely hopes that its efforts throughout the year exemplify a high degree of community involvement and municipal cooperation, and that its decisions in 1987 helped to make Tewksbury a better community for all its residents.

In 1987, the Board of Appeals accepted 285 applications for variances and/or special permits. Of the 268 applications for zoning variances, 198 were granted, 51 were denied with 16 withdrawn and 3 currently pending. In terms of the 6 applications for special land use permits, 4 were granted, 1 was denied, and 1 is currently pending. In addition, there were 11 applications which requested combined variances and special permits of which 8 were granted, 2 denied, and 1 was withdrawn. Finally, the Board of Appeals received 5 applications for comprehensive housing of which 2 were granted, 2 denied and 1 is currently pending.

The Board of Appeals would like to thank the members of all the Boards and the citizens of Tewksbury who were so helpful in the year 1987.

Respectfully submitted,
Peter Downing, *Chairman*
Board of Appeals

Members of the Board

Peter Downing, *Chairman*
Ronald Girard, *Clerk*
Louis Carciofi
Richard Pieciewicz

Patricia DiBiase
Charles Gaffney
Robert MacInnis
Charles Stella

Town Clerk

TOWN STATISTICS

1986	1987	
Population	26,100	26,600
Licenses — Dogs	1,191	1,368
Sporting Licenses	769	857

FINANCIAL 1/1/87 - 12/31/87

Fees to Town Treasurer	\$13,029.10
Dog Fees to Treasurer	3,203.25
Sporting Licenses to State	9,894.00
Parking Fines to Town Treasurer	11,517.70
TOTAL	\$37,644.05

VITAL STATISTICS

1986	1987	
Birth	293	342
Marriages	185	211
Deaths	160	165

Chapter 45, Section 15 of the Massachusetts General Laws: The Town Clerk will furnish blanks for the return of Births to parents, householders, physicians and registered hospital medical officers applying therefor.

The Town Clerk holds office hours Monday through Friday from 8:30 A.M. to 4:30 P.M., and Tuesday Evenings from 7:00 P.M. to 8:30 P.M.

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk

Board of Registrars

Edward Creamer
Robert Hunter, *Chairman*
Fred Montague
Elizabeth A. Carey, *Town Clerk*

One of the major duties of the Board of Registrars is to conduct all voter registration sessions. Registrars are responsible for the voter registration process, for maintaining voter registration records, and for submitting certain records to the Secretary of State.

There are three (3) important lists the registrars are required to prepare: the annual street list, the annual card file of registered voters, and the registered voters list.

Certification of nomination papers, petitions, town meeting articles and applications for absentee voting are also the duty of the Registrars. Applications for voting absentee may be requested from the Office of the Town Clerk. Information about absentee voting may be obtained by phoning the Town Clerk's Office at 851-2383.

Town residents may register to vote at the Town Clerk's Office, Monday through Friday, 8:30 A.M. to 4:30 P.M. and Tuesday evenings, 7:00 P.M. to 8:30 P.M. Prior to any election or town meeting, the Board of Registrars conducts a special voter registration session; the date and time are published in advance in the local newspapers.

Precinct Enrollment:

Precinct 1	1639
Precinct 1A	1851
Precinct 2	1484
Precinct 2A	1514
Precinct 3	1614
Precinct 3A	1661
Precinct 4	1826

Party Enrollment:

Precinct	Democrat	Republican	Unenrolled	Total
1	623	132	884	1639
1A	769	142	940	1851
2	618	88	778	1484
2A	614	111	789	1514
3	625	169	820	1614
3A	630	149	882	1661
4	792	136	898	1826
Total	4671	927	5991	11,589

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk

1987 ANNUAL TOWN CENSUS

The Annual Town Census is mailed to every residence in January. The annual census provides information needed to assure that the Town receives its fair share of state and federal funds.

The census information serves to provide: proof of residency to protect voting rights, and allows college students to apply for lower tuition at all Massachusetts state colleges.

The school census provides projection for future enrollments and related benefits which allow the school administrators to apply for additional state and federal funds.

Census information is also used for calculating veterans' benefits, housing for the elderly, and other related benefits.

The jury list is compiled from census information and a computer tape is forwarded to the Office of the Jury Commissioner.

A prompt and accurate census is very important for the inter-governmental requirements of town government.

7712 census forms were mailed in 1987.

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk

PARKING CLERK

A hearing on any parking violation may be obtained upon the written request of the registered owner of the vehicle, as stated on the parking violation notice.

From November 15 until March 31, no vehicles are allowed to park on the streets, midnight to 6:00 A.M. During a snowstorm, day or night, all vehicles must park off the street. This allows easy and uninterrupted access for the fire, police, school buses, snowplows, sanders, and other emergency vehicles.

1987 Fines collected and deposited with the Town Treasurer — \$11,517.70

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk - Parking Clerk

Veterans' Services

Thomas B. Hodgson, *Veterans' Agent/Labor Service Director/Affirmative Action Officer*
Yolanda Luongo, *Assistant to the Veterans Agent*

Herewith is the annual report of the affairs of this office for 1987.

I am privileged to have served your Honorable Board and our citizen Veterans and families for this year as Veterans Agent/Labor Service Director/Affirmative Action Officer.

Our office, located on the same floor as the Treasurer and Collector's Office in Town Hall, is open daily 9:00 AM to 4:30 PM., and Tuesday Evenings from 7:00 PM to 8:00 PM.

Attached is a chart for the 86-87 monthly expenditures for which the Town is reimbursed 75% by the State.

During the year of 1986, the Veterans' Administration expended the sum of \$292,012. to residence in the Town of Tewksbury. Totals of annual VA Awards, Retroactive Awards and Burial Allowances. Figures obtained from Dept. of Veterans' Services Contact Office. (In Dollars)

I wish to thank the Honorable Board of Selectmen and other town departments for their cooperation and assistance.

Respectfully submitted,
Thomas B. Hodgson

Department of Veterans' Services — Monthly Expenditures 86-87 Aid**Appropriation \$57,840.00**

	Ordinary Benefits	Fuel	Nursing Home	Doctors	Medication	Hospital	Dental	Misc.	TOTAL
July	1,162.00	88.00	—	494.50	1,704.19	545.82	—	424.97	4,419.48
August	2,308.50	122.50	—	—	—	—	—	172.00	2,603.00
September	2,288.50	144.25	—	222.00	1,165.55	2,978.61	—	896.91	7,695.82
October	2,163.00	288.50	—	—	—	—	—	211.47	2,662.97
November	2,131.50	288.50	—	202.00	905.13	—	—	797.09	4,324.22
December	2,167.00	346.00	—	279.00	1,487.20	24.00	60.50	172.00	4,535.70
January	2,024.75	288.50	—	—	—	—	—	302.02	2,615.27
February	2,199.00	288.50	—	450.00	1,566.40	17.00	—	704.44	5,225.34
March	2,494.50	360.00	—	29.00	614.14	51.90	—	199.55	3,749.09
April	3,936.50	516.50	—	210.00	1,172.12	86.40	—	507.37	6,428.89
May	2,469.50	186.75	—	156.00	972.21	—	214.00	634.44	4,632.90
June	3,491.00	207.25	—	157.00	1,014.19	—	—	207.00	5,076.44

Housing Authority

The Tewksbury Housing Authority has had 80 new applicants added to our present waiting lists; and the vacancy turnover was twelve (12) for its State-Aided Public Housing Programs. Our Federal Section 8 program has grown to 55 units with 10 families locating in Town, and the remaining certificates going out of Town.

The Authority has received an additional \$250,815.00 in Modernization funds, which will be used to rehab our Carnation Drive and Sauders Circle Elderly/Handicapped Developments.

The Board of Commissioners wish to express a sincere thanks to all of the Boards and to our Representative, James R. Miceli who were so helpful in the year 1987.

Respectfully submitted,
Leo D. Chibas, *Chairman*

TEWKSBURY REVOLVING FUND BALANCE SHEET AS OF 12/31/87

ASSETS

CASH		
Bay Bank #814-640-3	10,630.46	
Petty Cash		10,630.46
ACCOUNTS RECEIVABLE		
Acct Recv MA 139-001	876.70	
Acct Recv Section 8 E	259.58	
Acct Recv 667-C	1,852.60	
Acct Recv 707 S/S	2,842.61	
Acct Recv State Mod		
Acct Recv 689-1	855.00	
Acct Recv Sect 8 Voucher	-166.76	
Acct Recv Other		
Total Account Receivable		6,638.48
DEFERRED CHARGES		
Undistributed Charges		
Deferred Payroll		
State Mod Charges		
TOTAL ASSETS		17,268.94

LIABILITIES

ACCOUNT PAYABLES	
Account Pay. Vendors	
Account Payable Other	
Federal Withholding Tax	1,294.00
State Withholding Taxes	421.18
Retirement Withheld	596.92

Group Insurance	144.74
Credit Union W/H	340.00
Christmas W/H	160.00
Medicare Tax Withheld	
FICA Tax Withheld	80.12
Total Account Payables	3,036.96

DEFERRED CREDITS

Undistributed Credits	
Deferred Interest Income	71.30
Total Deferred Credits	71.30

ACCRUED LIABILITIES

Accrued Utilities	
Accrued Salaries	
Accrued Insurance	
Accrued Retirement	
Accrued Other	
Total Accrued Liabilities	

ADVANCES TO REVOLV FUND

Advance MA 139-001	5,000.00
Advance Section 8 E	575.68
Advance 667-C	8,000.00
Advance 707 S/S	35.00
Advance 705-C	550
Total Advances to Revolv Fund	14,160.68
TOTAL LIABILITIES	17,268.94

TEWKSBURY 667-C ELDERLY HOUSING BALANCE SHEET AS OF 12/31/87

ASSETS

CASH		
Bay Bank #020-165-0	144.85	
Security Deposit Cash		
Petty Cash	25.00	
Total Cash		169.85
ACCOUNTS RECEIVABLES		
Tenants A/R 667-C		-110.00
Tenants A/R 667-3	-247.00	
E.O.C.D. Subsidy		
Other Account Recv	75.00	
Total Account Receivables		-282.00
ADVANCES		
Revolving Fund Advance	8,000.00	
Total Advances		8,000.00
INVESTMENTS		
M.M.D.T. #44012870	35,796.98	
MMDT Capital #1 #44035426	3,893.35	
MMDT Capital #2 #44035418		
Total Investments		39,609.33

DEFERRED CHARGES		
Prepaid Insurance	3,803.55	
Prepaid Retirement		
Inventory Fuel/Materials		
Undistributed Charges		
Total Deferred Charges		3,803.55
DEVELOPMENT COSTS		
Development Cost	2,670,000.00	
Less Dev Cost Liquidation	-171,000.00	
Inventory Furn/Equipment	975.00	
Dev Cost Inventory Contra		
Completed MOD Costs		
Total Development Costs		2,499,975.00
TOTAL ASSETS		<u>2,551,356.73</u>

LIABILITY & SURPLUS

ACCOUNT PAYABLES		
Other (Schedule 4)		
Contract Retention		
Tenant Security Deposits		
EOCD Subsidy	Overpayment	
Revolving Fund	1,852.60	
Total Account Payables		1,852.60
ACCRUED LIABILITIES		
Accrued Liabilities Other		
Total Accrued Liabilities		
DEFERRED CREDITS		
Undistributed credits		
Total Deferred Credits		
FIXED LIABILITIES		
Grants Issued	2,499,000.00	
Completed MOD Contrib.		
Notes Issued	171,000.00	
Less: Notes Retired	-171,000.00	
Total Fixed Liabilities		2,449,000.00
SURPLUS		
Valuation of Fixed Assets	975.00	
Capital Reserve	3,764.24	
Operating Reserve	42,954.80	
Net Income, (Deficit)	2,810.09	
Total Surplus		50,504.13
TOTAL LIABILITY & SURPLUS		<u>2,551,356.73</u>

TEWKSBURY 705-C FAMILY HOUSING BALANCE SHEET AS OF 12/31/87

ASSETS

CASH		
Andover Bank		
#02-9148697	1,844.52	
Petty Cash		
Total Cash		1,844.52
ACCOUNT RECEIVABLES		
Tenants Account Recv	870.00	
E.O.C.D. Subsidy		
Other Account Recv		

ADVANCES		
Revolving Fund Advance	550.00	
Total Advances		550.00
INVESTMENTS		
M.M.D.T. #44012524	14,646.09	
MMDT Capital #44036127	1,242.93	
Total Investments		15,889.02

DEFERRED CHARGES		
Prepaid Insurance	142.80	
Prepaid Retirement		
Inventory Fuel/Materials		
Undistributed Charges		
Total Deferred Charges		142.80

DEVELOPMENT COSTS		
Development Cost	210,000.00	
Less Dev Cost Liquidation		
Inventory Furn/Equipment		
Dev Cost Inventory Contra		
Total Development Costs		210,000.00
TOTAL ASSETS		<u>229,296.34</u>

LIABILITY & SURPLUS

ACCOUNT PAYABLES		
Other (Schedule 4)		
Contract Retention		
EOCD Subsidy Overpayment		
Revolving Fund	118.75	
Total Account Payables		118.75
ACCRUED LIABILITIES		
Payment in Lieu of Taxes	2,588.00	
Accrued Liabilities Other		
Total Accrued Liabilities		2,588.00
DEFERRED CREDITS		
Undistributed Credits		
Total Deferred Credits		
FIXED LIABILITIES		
Grants Issued	210,000.00	
Modernization Contrib		
Total Fixed Liabilities		210,000.00
SURPLUS		
Valuation of Fixed Assets		
Capital Reserve	1,200.00	
Operating Reserve	5,351.04	
Net Income (Deficit)	10,038.55	
Total Surplus		16,589.59
TOTAL LIABILITY & SURPLUS		<u>229,296.34</u>

TEWKSBURY 707 LEASED HOUSING BALANCE SHEET AS OF 12/31/87

ASSETS

CASH		
M.M.D.T. #44048122	16,141.04	
Petty Cash	25.00	
Total Cash		16,141.04

ACCOUNT RECEIVABLES

Account Recv - Tenants
 Acct Recv Admin Fee
 Other Account Recv
 Total Account Receivables

ADVANCES

Revolving Fund
 Advance 35.00
 Total Advances 35.00

DEFERRED CHARGES

Undistributed Charges
 Total Deferred Charges

TOTAL ASSETS 16,176.04

LIABILITY & SURPLUS**ACCOUNT PAYABLE**

Acct Pay - Other
 Acct Pay EOCD Subsidy
 Acct Pay Revolving Fund 2,842.61
 Total Account Payable 2,842.61

DEFERRED LANDLORD CREDITS

Prepaid Admin Fee 432.00
 Prepaid EOCD
 Payments 28,167.00
 Less Landlord Payments -10,793.00
 Fless E/A L/L PMTS -5,416.00
 Charges to Tenants
 Total Deferred Landlord Credits 12,390.00

OTHER DEFERRED CREDITS

Prepaid Tenant Rents
 Undistributed Credits

Total Other Deferred Credits

SURPLUS

Valuation of Fixed Assets
 Operating Reserve 212.11
 Net Income - Deficit 731.32
 Total Surplus 943.43

TOTAL LIABILITY & SURPLUS 16,176.04

TEWKSBURY 667-C MODERNIZATION LEDGER**BALANCE SHEET AS OF 12/31/87****ASSETS****CASH**

M.M.D.T. #44035772 4,065.48
 Total Cash 4,065.48

ACCOUNT RECEIVABLE

Acct Recv Other
 Total Account Receivable

DEFERRED CHARGES

Undistributed Charges
 Total Deferred Charges

MOD ADMIN COSTS

Salaries
 Tenant Coordinator Salary
 Legal
 Accounting Fee
 Advertising
 Employee Benefits
 Sundry Admin Costs
 Total MOD Admin Costs 52,965.37

MOD INCOME

Miscellaneous Income
 Total MOD Income 190,502.37

MOD PLANNING

Engineer Morgenroth 2,500.00
 Total MOD Planning 2,500.00

MOD CONTRACT WORK

Inspection Fees 30.00
 Refrigerators 667-C 18,368.00
 Sewer Work 50,235.50
 Total MOD Contract Work 68,633.50

UNCOMPLETED CONTRACTS

Engineer Morgenroth 2,500.00
 Total Uncompleted Contracts 2,500.00

CONTRACT AWARDS

Engineer Morgenroth -2,500.00
 Total Contract Awards -2,500.00

TOTAL ASSETS 75,198.98

LIABILITIES & GRANTS**ACCOUNT PAYABLES**

Account Payable Other
 Contract Retention
 Acct Pay Revolving Fund
 Total Account Payables

DEFERRED CREDITS

Undistributed Credits
 Deferred Interest Income 1,595.48
 Total Deferred Credits 1,595.48

MOD GRANTS

667-1 MOD 14 Funds 1,653.00
 667-3 MOD 14 Funds 53,441.00
 667-1 MOD 15 Funds
 667-1 MOD 18 Funds 13,873.50
 Operating Resv Funds
 Capital Resv Funds 4,636.00
 Applied Interest Income
 Total MOD Grants 73,603.50

TOTAL LIAB & GRANTS 75,198.98

**TEWKSBURY MA 139-1 FEDERAL LEDGER
BALANCE SHEET AS OF 12/31/87**

ASSETS

CASH		
Bay Bank #814-631-4	2,247.54	
Unapp'd Debt Service Fund		
Security Deposit Fund		
Petty Cash Fund		
Change Fund		
Total Cash		2,247.54
ACCOUNT RECEIVABLE		
Tenants Acct Receivable		
Account Receivable HUD		
Account Receivable Other		
Total Account Receivable		
ADVANCES		
Limited Revolving Fund	5,000.00	
Total Advances		5,000.00
INVESTMENTS		
Bay Bank M/M #517-136-9	67,652.29	
Total Investments		67,652.29
DEBT AMORT. FUNDS		
HUD Annual Contrib. Rec.	381,004.74	
Total Debt Amort. Funds		381,004.74
DEFERRED CHARGES		
Prepaid Insurance	3,032.05	
Prepaid Retirement		
Undistributed Charges		
Total Deferred Charges		3,032.05
LAND STRUCTURES EQUIPMENT		
Develop. Costs 1400.2	2,698,500.35	
Development Cost Contra	-2,675,749.65	
Land Structure Equipment	2,677,683.16	
Total Land Structures Equipment		2,700,433.86
TOTAL ASSETS		<u>3,159,370.48</u>

LIABILITIES & SURPLUS

ACCOUNTS PAYABLE		
Account Payable Vendors		
Account Payable HUD		
Acct Payable Rev. Fund	876.70	
Total Accounts Payable		876.70
ACCRUED LIABILITIES		
Interest Pay Note Non HUD	377,773.85	
Accrued Pilot	3,615.07	
Total Accrued Liabilities		381,388.92
DEFERRED CREDITS		
Undistributed Credits		
Total Deferred Credits		
FIXED LIABILITIES		
Permanent Note (HUD)	2,571,581.13	
Total Fixed Liabilities		-2,571,581.13

SURPLUS FROM OPERATIONS

Unreserved Surplus	-744,887.52
Operating Reserve	48,223.22
Total Surplus From Operations	-696,664.30

CUMULATIVE CONTRIBUTIONS

HUD Annual Contribution	911,220.29
Total Cumulative Contributions	911,220.29

CURRENT YEAR OPERATIONS

Interest on Project Notes	
Property Purchases Contra	
Prior Yr Adj Na Res Rcpts	
Residual Rcpts, - Deficit	-9,032.26
Total Current Year Operations	-9,032.26

TOTAL SURPLUS & LIAB	<u>3,159,370.48</u>
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**TEWKSBURY SECTION B EXISTING
BALANCE SHEET AS OF 12/31/87**

ASSETS

CASH		
Bay Bank #900-397-5	14,506.51	
Total Cash		14,506.51
ACCOUNT RECEIVABLES		
A/R Back Rent	132.00	
Account Receivable HUD		
Account Receivable Other		
Acct Recv MOB N.Reading	247.00	
Acct Recv Woburn MOB		
Acct Recv MOB Saugus		
Total Account Receivables		379.00
ADVANCES		
Limited Revolving Fund	575.68	
Total Advances		575.68
INVESTMENTS		
Bay Bank Savings #9003975	11,468.69	
Total Investments		11,468.69
DEFERRED CHARGES		
Prepaid Insurance	251.99	
Prepaid Retirement		
Undistributed Charges		
Total Deferred Charges		251.99
LAND STRUCTURES EQUIPMENT		
Office Furn. & Equipment	653.68	
Total Land Structures Equipment		653.68
TOTAL ASSETS		<u>27,835.55</u>

LIABILITIES

ACCOUNTS PAYABLE		
Account Payable HUD		
Acct Payable Rev. Fund	259.58	
Total Accounts Payable		259.58

DEFERRED CREDITS		
Prepaid Annual Contrib.	87,056.00	
H.A.P's A/C 4715	-55,241.82	
Cumulative Earned Contrib.		
Contra Admin Fee Account	-6,410.47	
Undistributed Credits	247.00	
Total Deferred Credits		25,650.71
SURPLUS FROM OPERATIONS		
Unreserved Surplus	-599,852.32	
Operating Reserve	759.02	
Project Account Unfunded	218,415.61	
Cumulative HUD Contrib.	382,090.39	
Total Surplus From Operations		1,412.70
CURRENT OPERATIONS		
Property Purchases Contra		
Prior Yr Adj Na Res Rcpts		
Residual Rcpts, - Deficit	512.56	
Total Current Operations		512.56
TOTAL SURPLUS & LIAB		27,835.55

DEFERRED CREDITS		
Prepaid Annual Contrib.	47,709.00	
H.A.P's A/C 4715	-22,236.35	
Cumulative Earned Contrib		
Contra Admin Fee Account	-2,731.79	
Undistributed Credits		
Total Deferred Credits		22,740.86
SURPLUS FROM OPERATIONS		
Unreserved Surplus		
Operating Reserve		
Cumulative HUD Contrib.		
Total Surplus From Operations		
CURRENT OPERATIONS		
Residual Rcpts, - Deficit	-863.32	
Total Current Operations		-863.32
TOTAL SURPLUS & LIAB.		21,710.78

**TEWKSBURY SECTION 8 VOUCHER
BALANCE SHEET AS OF 12/31/87**

ASSETS

CASH		
Bay Bank #1133-513-6	19,529.56	
Total Cash		19,529.56
ACCOUNT RECEIVABLES		
Account Receivable HUD		
Account Receivable Other		
Mobility Authority		
Total Account Receivables		
ADVANCES		
Limited Revolving Fund		
Total Advances		
INVESTMENTS		
Bay Bank Sav. #11335136	2,109.97	
Total Investments		2,109.97
DEFERRED CHARGES		
Prepaid Insurance	71.25	
Prepaid Retirement		
Undistributed Charges		
Total Deferred Charges		71.25
LAND STRUCTURES EQUIPMENT		
Office Equipment		
Total Land Structures Equipment		
TOTAL ASSETS		21,710.78

LIABILITIES

ACCOUNTS PAYABLE		
Account Payable HUD		
Acct Payable Rev. Fund	-166.76	
Total Accounts Payable		-166.76

COMMUNITY ACTIVITIES

Recreation Department

The goal of the Recreation Department is to provide leisure time activities for all residents of Tewksbury. The Department directs a wide variety of programs; some open to all, some involve competition with other towns, with teams of determined size. Whatever the program, the emphasis is always on the enjoyment of all who participate.

A word of thanks is extended to the hundreds of people who donate their time to make these programs a success.

Basketball — Boys

The boys' basketball league consists of 20 teams — 5 in the Junior Division, 8 in the Intermediate and 7 in the Senior. Each team has a head coach and one or two assistant coaches. Each boy plays an equal amount of time in each game. A clinic is held each week for those boys who did not make a team. This program is for boys ages 9-14, and we would like to thank everyone for another successful season.

Basketball — Girls

The girls' basketball league is made up of two divisions. The Senior Division has 10 teams, with 10 players per team. The Junior Division has 8 teams, with 10 players per team. Each division chooses two All-Star teams that play at the end of the season. There are also two Tournament teams, one for 5th/6th graders and one for 7th/8th graders. These teams play in area tournaments.

Bowling

Our Bowling League consists of approximately 200 children between the ages of 8 to high school. There are a total of seven leagues. One on Tuesday night and 6 on Saturday morning. Each league has a supervisor. Our program includes a Turkey Roll-Off, Christmas Roll-Off, Christmas Party, Banquet with trophy awards.

Figure Skating

The Figure Skating Association is a program which enables children of the town to learn the basic skills in figure skating according to the USFSA. This program is held on Monday evenings and runs for approximately 30 weeks. Professional group lessons are available to those who wish to take them at an additional fee.

Soccer

Over the course of a 14-week season, the Tewksbury Youth Soccer League provides some 1,000 children the opportunity to enjoy the game of soccer. The intramural program consists of both boys and girls, ages 8-15. The teams play a 10 game season, culminating in a jamboree in mid-June. The travelling teams are entered in the Middlesex Youth Soccer League and have enjoyed much success year after year.

Softball — Girls

The Girls' Softball provides summer recreation for approximately 310 girls, ages 10-17. This program has provided many Girls who may not otherwise have had the opportunity, to try the sport of softball in a relaxed but competitive fashion at a

very early age. Even though our rules may vary a bit from, say the High School level, I am sure the school athletic programs have enjoyed the benefits of our program as a development system for future school athletic activities.

Special Needs

Camp Pohelo is a program for children in the town who have special needs and are between the ages of 3 and 22. The staff consists of seven people — a Director who is certified in teaching children with moderate special needs; two team leaders who also have teacher certification; two senior counselors who are college students; and two junior counselors who are high school students that have had volunteer experience at the camp.

The camp runs for six weeks each summer from 9 am-2 pm. Transportation is provided by Blanchard Charter Service, Tewksbury. A field trip is planned for one day each week. We also use the Shawsheen Tech swimming pool three days a week for one hour each day. There is a certified swimming instructor, as well as two lifeguards on hand at the pool. Other activities include: arts and crafts, sports, games, socialization activities, field days, and a Superstars Day competition at the Tewksbury-Wilmington Elks. Camp Pohelo is a recreational program only. A bowling program is held each winter on Saturday afternoons for approximately ten weeks. An annual Christmas party is held at the Tewksbury Wilmington Elks Lodge on the Sunday before Christmas.

Tennis

The Tennis Program involves girls and boys from the ages of 8-17. Each of the two age groups meets twice a week for five weeks. Players are taught the basic strokes and strategy involved in match play. The program ends with a tournament for all players.

Youth Baseball

The program has 873 boys and girls in the Minor, Major, Intermediate and Senior Leagues. They are divided into American and National Leagues. The ages range from 8-15. We also have a Tee-Ball League for youngsters 6-7 which is most successful. Our 13 year old All-Stars won the District Title; our 14-15 year old American Senior All-Stars won the District Title. Registration and try-outs are held in the fall, with a supplementary registration and try-out in April.

Youth Cheerleading and Football

The Youth Football Program fosters the principles of team play, self-discipline and physical fitness by stressing the fundamentals of the game of football and insuring safe playing conditions. The program for 1987 consisted of 162 boys between the ages of 7 and 12, and 150 girls participating in Cheerleading between the ages of 8 and 13. These children were guided by 35 volunteer coaches and Youth Football Board Members.

Youth Hockey

The Youth Hockey League provides instruction to over 400 children from mid-September through April. A clinic was also held to help beginners in the fundamentals of the game. Youth Hockey fields a Bantam A, two Bantam B, a Pee Wee A, two Pee Wee B, a Squirt A, two Squirt B, and a Mite A and B teams. Thanks to all our volunteers for their hours of support.

Library Trustees

Board of Trustees, 1987-1988

Thomas McLeod, *Chairman*
George R. Collins
Eleanor Corey

Donna G. Haines
Sandra McPhail
Robert Moore

Library Director
Elisabeth Desmarais

In 1987, the library trustees have continued to pursue our main goals of the last few years, which have been to upgrade our library services and to modernize the techniques of lending library materials. Our objective to implement an automated circulation system has been reached with the January 4, 1988, inauguration of a system which we hope will expand services to the public through efficiency in the lending process and expansion of access to materials. We feel that this move toward inter-library cooperation and resource sharing is crucial for survival in our small facility.

The trustees greatly appreciate the efforts of our Library Director and staff, who implement our policies and who are ultimately responsible for the actual delivery of and changes in library services.

One of the most important responsibilities of the library trustees is the administration of the Fairgrieve Fund. The endowment was left to the Town of Tewksbury by Mrs. Ethel (Fairgrieve) Jackson for the purpose of providing a library facility. From time to time, the library trustees have found it necessary to use the fund to make capital expenditures for the present facility. This has been done with the full intent of preserving the principal for future building needs. The major portion of the trust fund must be conserved for its original intent: the provision of an adequate facility to serve the Town. The need for a larger building is an eventuality which the townspeople must face in the near future.

The library trustees invite members of the community to attend the monthly meetings of the Board, which are held on the second Monday evening of each month in the Library's Conference Room. At these meetings, the six elected trustees deal with policies and goals for the Library.

The Library's municipal appropriation for fiscal year 1987 was \$176,213. Of this amount, \$12,317 was derived from the Commonwealth under the Library Incentive Grant Program. The sum of \$1,408 was derived from the County as dog licensing fees. These amounts are used to decrease the amount of library support from the local tax base. The amount expended for books, magazines, and related print materials rose from \$25,963 in Fiscal Year 1986, to \$27,377 in Fiscal Year 1987. Despite this growth, Tewksbury's public library still has one of the lowest per capita municipal appropriations in the Merrimack Valley.

During 1987, the Library inaugurated a video-cassette loan service, which has proved to be extremely successful. The basic collection of tapes was purchased with a bequest from the estate of George Bugbee. Additional tapes have been purchased with donations to the Friends of the Library.

Also during 1987, the Library benefitted from two State Competitive Grants prepared by Assistant Library Director Fran Moore. One of these grants will be used to expand the video collection's listing of tapes for children. The second grant has been used to purchase new book shelving to aid the

serious problem of over-crowding in the children's area of the library, as well as for the purchase of new children's books. Mrs. Moore is to be commended for her diligence in pursuing these grants.

Our public library is a member of the Merrimack Valley Library Consortium, which now consists of twenty neighboring town libraries. The Tewksbury Public Library is now issuing new library cards for use throughout the Merrimack Valley. The newly implemented automation system enables our library to have access via computer terminals to materials held in other member libraries. The new system provides a more efficient method for locating and reserving materials on waiting lists and provides information on the circulation status of any material in the system, whether it is on the shelf, in circulation, on a reserve list, at the bindery, etc. Since the system automatically keeps track of when books are due as well as who has them, it has enabled the Library to return to a policy of assessing fines on overdue materials. The loan period for most library materials is three weeks, while best-sellers, magazines and encyclopedias are loaned for one week. Video-cassettes are loaned for two days, and museum passes are loaned for 24-hours.

The Library is working with the same size staff in 1988 as it did in 1968 when the building was first opened, despite a tremendous increase in the rate of circulation of books and the wide variety of new programs and services currently being offered. The library trustees are pleased that the Town has continued to fund the automation project as one way of coping with the serious under-staffing situation at the public library.

The public library is open a wide variety of hours, during the morning, afternoon, and evening, on weekdays, and also on Saturdays during the school year, in order to allow residents ample time to make use of this valuable resource to our community. The library serves all age groups, providing books and other materials to meet the educational, informational, and recreational needs of its users.

The Library offers programs for children of all ages throughout the year, designed to introduce children to books and to the pleasures of reading, and to the Library itself: its collections, resources, physical arrangement, and procedures for effective use.

Kindergarten classes are brought to the public library each spring for story hours and for tours. Other classes visit the Library for tours and for group research projects. Tours can be arranged to meet the needs of any group.

The Library is heavily used by students from the elementary grades through college, for both curriculum-related assignments and leisure reading. With advance notice from teachers, the Library's staff members attempt to gather materials from various sources in sufficient quantities to supply materials to large groups of students who are simultaneously working on the same topics. We would like to express our gratitude to those teachers who consistently give us advance notice for their assignments.

The preschool story program has been expanded to include a third group each week; these programs are conducted by Assistant Director Fran Moore. The sessions are run on a six-weeks cycle, and are designed for children ages three to five years. Registration is held at regular intervals through the year. We would like to express our appreciation to Media Specialist Donald Stewart and his video-taping crew from the Tewksbury Memorial High School for their efforts in taping the story hours for replay on cable television.

Council on Aging

The Library offers a variety of programs for elementary grade children during the summer, including weekly movies and special presentations. Children who participate in the summer reading club receive certificates of achievement for their summer reading. These programs are coordinated by Mrs. Moore, with help from volunteers.

Through its museum membership program, the Library makes available to its users family passes to the Boston Museum of Fine Arts, the Museum of Science, the Children's Museum, the New England Aquarium, and the Discovery Museum in Acton. These passes give free admission into the museum for a family of four. The passes are loaned for one-day use and may be reserved in advance.

The Friends of the Library sponsor various fund-raising events each year in order to purchase the family passes to the Museum of Fine Arts, the Museum of Science and the New England Aquarium. The Friends also purchase publicity supplies for the library and subsidize other library expenditures. Residents may make memorial contributions to the Friends of the Library for the purchase of books or video-cassettes. The library trustees wish to express their sincere thanks to the Friends for their continued efforts to promote the library.

The Tewksbury Newcomers and Neighbors have purchased the family pass to the Children's Museum in Boston for the past several years, for which the trustees are grateful. The family pass to Acton's Discovery Museum was purchased with funds from the Arts Lottery Program. Through the Arts Lottery Program, the Library was able to offer several programs of arts and crafts in 1987. The Trustees would also like to express their gratitude to the members of the Arts Lottery Council for their assistance in making these programs available.

The Tewksbury Garden Club has donated floral arrangements throughout the year, for which we are grateful.

The trustees would like to take this opportunity to thank members of the library staff for their conscientious service during the year. The staff includes two full-time employees, Library Director Elisabeth Desmarais and Assistant Director Fran Moore, and five permanent, part-time employees: Mary Gaffney, Elinor Haines, Susan Levy, Christine Livingston, and Jean Mann. Mrs. Levy replaces Maureen Kelley who resigned in August to resume a teaching career at the Tewksbury Junior High School. The Library's part-time custodian is John Grenda, who works tirelessly to keep the building clean. We would also like to thank the D.P.W. employees who care for the library grounds and assist with various other tasks.

The trustees extend deep appreciation to Ida Ford who continues to volunteer her time on a weekly basis as she has done for the past eleven years. Volunteer Maureen Schleicher has contributed numerous hours doing data-entry for the automation project, for which we are grateful. Our newest weekly volunteer is Lorraine Gerry, whose efforts are also much appreciated.

The Library is open to the public during the following hours:

Monday through Thursday	10 a.m. until 9 p.m.
Friday and Saturday	10 a.m. until 5 p.m.

The library trustees invite the Town's residents to visit the public library and to make use of its collections, services and special programs.

The Council on Aging has, over the past year, strived to provide educational, cultural and social programs for its Senior Citizen population. A population which represents approximately 11% of the Town's people; and, a population which is the fastest growing age group in the nation.

A main function of the Senior Educational Drop-In Center is that of a referral service. Throughout the year there are thousands of calls received from those elderly seeking information and advice on matters of homemaker services, housing, insurance, legal services, employment, retirement, activities, personal problems and energy concerns.

In addition to referring such inquiries to the proper agencies the Council on Aging has worked diligently in making available a variety of speakers and educational seminars. During the fall, winter, and spring months, these sessions are held almost weekly.

The Council on Aging has availed to its elderly services such as podiatry clinics, blood sugar testings clinics, tax services, weekly blood pressure readings, hot lunches, meals on wheels and reading material. It also submits a weekly news column to the Advertiser and the Town Crier and publishes a monthly newsletter whereby informing the public of its services and activities.

Programs which have been held at the Senior Center and are on a steady increase in participation are: health and exercise; walking, ceramics; embroidery; pottery; arts and crafts; aerobics; swimming; golfing; bowling; monthly beano and whist; movies; ice skating; outdoor games and various day trips.

This year a stage and a storage room were constructed through grant monies and those funds raised by the elderly. This addition has enabled a larger number of Senior Citizens to attend monthly socials; and, has encouraged new concepts such as the GAC Fashion Show and entertainers such as the "Treasury Notes", plays and other performances. A number of programs have been supported in part by the Massachusetts Arts Lottery Awards.

Many of the Center's social activities are open to the families and friends of our Senior Citizens making the Senior Center a focal point for the whole community.

With the diligent efforts of Representative James Miceli, Selectman Charles Coppola, the Council on Aging and the Tewksbury Golden Age Club, Inc., the Painter's Union/District #35 volunteered their services in painting the interior of the Senior Drop-In Center; and, may possibly undertake the exterior project in the near future.

This past fall, our "Golden Agers" with permission of the Council on Aging have started to clear a picnic area on the grounds.

We have had a productive year and a year of increased participation at the Senior Center. We also look to the future with goals of enhancing the physical aspects of the building and its programs including a concentration in the area of outreach.

These successes have materialized as a result of the efforts of many: the Council on Aging members, our Senior Citizens themselves, the cooperation of other Town Departments and through the generosity of many of the town's private organizations and businesses.

We invite our Towns people to visit its Senior Center and observe the energy, talent, pride and devotion which our Senior Generation is building for its future tenants.

Respectfully submitted,
Susan Sullivan, *Chairman*
Linda Brabant, *Coordinator*

HEALTH and SAFETY

Board of Health Building Department
Police Department Fire Department
Civil Defense

Board of Health

The Board of Health welcomed William L. Lindsey as its newest member elected in April, 1987. Bill replaced Mrs. Joan Dunlevy who did not seek re-election after serving nine years on the Board. Robert D. Rauseo was elected Chairman and, under his chairmanship, the Board had a very productive year.

The Board adopted regulations Affecting Smoking in Public Places in May of 1987 which require all restaurants in Tewksbury to have 50% of the seating capacity reserved for non smokers. Smoking is also prohibited at public meetings. This caused some problem with a few of the Town Boards, most of which have been resolved. The Board expresses its thanks to all who have cooperated. The Board also adopted Massage Regulations and updated its Regulations for the Keeping of Animals.

Household Hazardous Waste Collection days were held in May and June and the response was overwhelming. Many residents took advantage of the program, but unfortunately many were turned away when the funds were expended.

The Glaucoma Screening sponsored by the Board of Health in conjunction with the Tewksbury Lions' Club was also very successful. Forty residents were screened with some being referred to their own doctors for further evaluation. The Board is very grateful to the members of the Lions Club who helped with this program.

In August a lead screening program was held in the Town Hall for Tewksbury children. Forty-two appointments were made - twenty-two attended. All who were tested had normal lead levels.

Flu Clinics, held annually, were exceptionally well attended in 1987. Clinics were held at Carnation Drive, Saunders Circle, Delaney Drive, Sr. Drop-in-Center, Town Hall and the Home for the Mentally Retarded on Livingston St. 587 residents attended. All clinics are offered at no charge to Tewksbury residents.

The Health Department was also very busy with numerous health related complaints such as odors, illegal dumping, asbestos removal, failed septic systems, air pollution, dog bites, perc tests, high water determination tests, housing inspection and many more. Because of the work load and the staff of only two full time employees, restaurant inspections suffered in 1987. Attempts by the Board of Health to increase its staff by adding the position of Sanitarian were unsuccessful.

The Health Department Staff would like to thank the Board of Health Members, Chairman Robert Rauseo, V. Chairman John Lu and Clerk, William Lindsey for their cooperation throughout the year. It was a pleasure to serve them and the residents of Tewksbury.

William R. McMenimen, Director of Public Health
Virginia Coviello, Sr. Clerk/Secretary
Linda Roy, Recording Secretary
James Manley, Animal Inspector

Permits Issued		Communicable Diseases Reported and Investigated	
Septic Systems	270	Campylobacter	11
New construction	150	Yersiniosis	1
Repairs	120	Hepatitis A	6
Installer's	50	TB	2
Pumpers	18	Chickenpox	6
Food Service	96	Salmonellosis	9
Mobile Food	3	Giardiasis	4
Public Pools	4	Meningitis	1
Motel/Hotel	2	Shigella	1
Trailer Park	1		
Animals:			
Horses	59	Clinic Attendance	
Pigs	341	Lead Screening	22
Cattle	23	Flu	587
Boars	12	Glaucoma	40
Sows	200		
Bredewes	12	Percolation and	
Llama	1	High Water Determination	
Deer	2	tests	117
Sheep	12		
Turkeys	13	Inspections	
Ducks	10	Septic Systems	810
Rabbits	14	Food Service	92
Goats	10	Nursing Homes	4
Chickens	312	Housing	11
Funeral Directors	3	Houses unfit for	
Masseuse	1	Human Habitation	4
Animal Bites Reported			
Dogs	54		
Cats	5		
Rabbit	2		
Rat	2		

Building Department

1986 Building Department Report

	No.	Value	Fees
New Dwellings	166	\$13,028,043	\$77,752
Multiple Family Dwellings	0		
New Commercial Construction	10	27,248,200	168,540
Commercial Additions	7	4,299,180	21,478
Additions to Dwellings	244	4,105,529	17,795
Second Dwelling Units	2	44,020	258
Pools	55	403,486	1,930
Signs	60	109,015	5,386
Change-overs and/or chimneys	111		21,065
Demolitions	12		1,110
Temporary Trailers	2		50
Earth Removals	0		
TOTAL PERMITS	669	\$49,237,473	\$315,364

Recording Fees	2		232
Chapter 40-A	3		400
Certificates of Inspection	35		1,751
Re-Inspection	4		40.00
Map Sales	3		8.00
TOTAL FEES PAID TO THE TREASURER			\$317,795

Wiring Permits	685	\$40,296.00	
Plumbing Permits	733	26,480.00	
Gas Permits	602	6,310.00	
Sewer Entry Permits	239	7,170.00	
Underground & Re-Inspections	22	220.00	
TOTAL FEES PAID TO THE TREASURER		\$80,816.00	

Building Department Personnel

George T. Nawn, Sr., *Building Commissioner*
 John J. McCarthy, *Building Inspector*
 David Sargent, *Plumbing & Gas Inspector*
 Jeremiah Delaney, *Wiring Inspector*
 Philip Sousa, *Alternate Wiring Inspector*
 Loretta Miggos, *Operations Assistant*
 Patricia Henessy, *Clerk/Secretary*, Perm. Part-Time
 Sandra Stevens, *Clerk*, Temp. Part-Time
 Catherine Mazzuchi, *Clerk*, Temp. Part-Time

Police Department

Tewksbury Police Roster

Chief of Police:	John F. Sullivan	1948
Lieutenants:	Gerty, Paul	1965
	Jamieson, Walter	1968
	Layne, Warren	1970
	Mackey, John	1975
	Mackey, Richard	1957
	Martin, Edward	1975
	Rosen, Denise	1976

Sergeants:

Cook, Robert	1965
Hazel, George	1979
Johnson, Paul	1962
Jop Jr., Walter	1970
Landers, Richard	1970
Peterson, Dennis	1975

Patrolmen:

Amari, Peter	1974
Barry, John	1984
Bolton, Clifford	1971
Bolton, Leonard	1975
Carr, Jerome	1984
Carroll, Robert	1973
Cormier, Martin	1959
DeLucia, Jos.	1974
Dicalogero, A.	1975
Doherty, Paul	1974
Donovan, Al	1984
Ford, Ralph	1979
Haines, Robert	1956
Jones, James	1962
Kandrotas, Ste.	1978
Landers, Alan	1968
Latta, William	1975
Layne, William	1979
Luz, James	1973
McKenna, James	1979
Maguire, Debra	1986
Nickerson, J.	1986
Perry, Henry	1974
Powers, John	1981
Ringwood, Paul	1973
Ryan, Donald	1970
Stephens, Alan	1968
Tanguay, Roger	1984
Thomas, Paul	1982
Westaway, Robert	1981
Hodgdon, James	1987

Policewoman Steno:

Maryellen Higginbotham	1977
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Full-time Secretary:

Virginia Terrazzano	1978
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Perm Part-time Clerk:

Eileen Newton	1987
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Janitor:

Herbert Patterson	
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Reserves

Higginbotham, Maryellen	McCarthy, Nancy
Beek, Douglas	McGrath, Michael
Berthal, Darren	Mehrman, Chris
Collins, Walter	Morelli, Peter
Cook, Robert	Schwalb, William
DelTergo, Michael	Spencer, John
Doherty, Paul	Sweet, Bruce
Donoghue, John	Warren, Brian
Hadley, Herbert	McKenna, Frederick
Hood, James	Callahan, Brian
Hudson, Edwina	Barry, Deborah J.
Jarek, John	Graham, James
LaFortune, Ray	Hiltz, Cheryl A.
Latta, Jr. John	McLeod, Thomas M.
Layne, Richard K.	Menezes, Marilyn
Layne, W.W.	Mohan, Mark A.
Lucciano, Doug	Morris, Constance R.
Lukas, Edward	Mosher, Beverly
Magnusson, Carl	Rogers, James
May, Donna	

Police Record

Assault and Battery	82
Assault and Battery on a Police Officer	17
Assault and Battery with a dangerous weapon	21
Armed Robbery	3
Unarmed Robbery	9
Assault and Battery with intent to murder	1
Arson (attempted)	6
A.W.O.L.	0
Breaking and Entering in the nighttime	197
Breaking and Entering in the daytime	247
Disorderly Person	42
Violation of the drug laws	173
Default Warrants	172
Disturbing a school assembly	0
Prisoner failing to return	0
Forgery	14
Interfering with the Police	0
Trespassing	28
Possession of a dangerous weapon	26
Larceny over \$100.00	118
Larceny under \$100.00	97
Malicious damage	392
Minor inpossession of alcohol	113
Non-Support	73
Possession of burglarous tools	17
Possession of molotov cocktails	0
(By-Law) Public Drinking	168
Rape	12
Receiving stolen property	18
Threatening	14
Uttering	14
Bomb Threats	3
Unnatural Act	8
Protective Custody	323
Operating under the influence	232
Motor Vehicle Violations	3407
Complaints investigated	9326
Breaking and Entering Complaints investigated	451
Accidents	1510
Juveniles arrested	127
Adults arrested	634

Fire Department

Fire Department Roster

Acting Fire Chief	James J. Morris	1952
Acting Deputy Fire Chief	John C. Cuneo	1960
Acting Captain	Robert Collins	1970
Captains	Kenneth W. Holden	1960
	Donald Greer	1975
	Thomas Ryan	1972
Lieutenants	Richard A. Barrelle	1960
	John W. Burris	1972
	Lawrence P. Driscoll	1971
	Robert A. Fowler	1970
	Richard A. Gath	1971
	James J. Graham	1972
	David W. Levy	1973
	*Bruce A. Reed	1971
	*James P. Ryan	1975
	*George E. Yost	1976
	Phillip W. Zerofski	1971
Firefighters	Robert C. Briggs	1960
	*Gerald D. Colton	1984
	*Stephen Cotugno	1975
	John F. Coviello	1969
	Cosmo J. DiBiase	1969
	Robert L. Dogherty	1969
	Joseph S. Dogherty	1986
	*Daniel J. Donovan	1984
	James E. Farley	1970
	John F. Field	1970
	*Oscar O. Forero	1985
	*Russell W. Gourley, Jr.	1970
	*Donald Greer, Jr.	1986
	Richard Hamm	1987
	Scott Keddie	1987
	*John K. Lightfoot	1976
	*Robert H. Little	1984
	*Richard J. Mackey	1979
	Paul A. Mahoney	1947
	Kenneth I. Mallinson	1967
	William R. Millett	1970
	*Robert P. Morris	1976
	Kevin Munro	1987
	*Timothy N. Niven	1985
	*John T. O'Neill	1976
	Richard F. O'Neill, Jr.	1959
	*Stephen Powers	1982
	Daniel Sitar	1987
	*Michael Sitar	1984
	*John Viscione	1985
	*Vance VonKahle	1987

*Emergency Medical Technicians

Dispatchers	Mary J. Daley	1975
	Grace M. Hudson	1986
	Constance R. Morris	1979
	Edward N. Wilson	1987
Secretary	Mary A. Kane	1962
Richard T. Sheehan	Retired	8/8/87
Louise Mahoney	Resigned	4/18/87

TEWKSBURY FIRE DEPARTMENT — RUNS FOR 1987

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total
All Other	14	20	16	27	21	19	18	18	12	27	24	14	230
Ambulance	105	69	79	88	88	90	88	108	82	96	94	95	1082
Ambulance Mutual Aid	5	3	2	2	3	2	4	3	0	1	0	1	26
Assist Ambulance	46	31	34	36	40	45	42	41	39	34	49	33	470
Auto	16	10	12	14	7	11	22	18	12	19	7	14	162
Brush	0	0	13	18	24	27	18	31	8	13	16	1	169
Building	5	3	4	2	3	3	0	3	5	3	0	1	32
Chimney	2	1	2	0	0	0	0	0	0	0	0	2	7
Dump & Dumpster	0	0	1	0	0	1	1	1	2	2	0	1	9
Electrical	8	2	3	7	2	7	3	6	0	0	4	3	45
False Accidental	12	19	8	14	10	3	16	7	10	7	11	6	123
False Malicious	2	0	2	1	3	2	5	6	0	3	1	1	26
Inspections	60	53	88	88	82	74	78	95	61	101	43	77	900
Investigations	5	3	4	16	3	6	9	23	14	7	8	12	110
Mutual Aid	2	3	7	2	5	2	7	14	3	3	6	3	57
Oil Burners	4	0	2	16	4	1	0	1	0	0	3	1	32
Service Calls	3	14	14	17	19	11	16	20	11	32	45	6	208
Totals	289	231	291	348	314	304	327	395	259	348	311	271	3688

Respectfully submitted,

James J. Morris, *Chief of the Fire Dept.*

Civil Defense

During the 1987-88 fiscal year two very important and long needed projects were completed.

The first project was the completion of the Lighting Unit. The Lighting Unit has a 7500 watt generator which is capable of producing an enormous amount of light from 7 mounted 500 watt flood lights plus 6 portable 500 watt flood lights. The Lighting Unit is used at fire scenes and police road blocks. The Lighting Unit is also capable of producing electricity and light for DPW work crews where no electricity is available. Many other communities have come to view our lighting unit to see if they can duplicate it for theirs.

The second project was the completion of the Communications Car. The car is equipped with three radios that are capable of communicating directly with every police department in the area as well as the State Police. It is also capable of communicating with every fire department in the area. The car can also communicate with every hospital and paramedic unit in the state and more. The car can be used as a mobile command center for any situation that we may have in our community.

These two vehicles and the people who operate them now enable this agency to serve this community far better than it did just two years ago.

Respectfully submitted,
Michael W. Sitar Jr.
Director of Civil Defense



Water Treatment Plant —
Final Construction Phase

PUBLIC WORKS

The Department of Public Works strives to provide to the Community and its residents the highest standard of municipal service. In the past year the department has continued its maintenance oriented program in conjunction with its expansion of the sanitary sewer and road reconstruction. I feel that we, as a department are improving and will strive to provide the maximum effort to the community in the upcoming year. The organizational breakdown of the Public Works Department is as follows:

Administration	Service Date
William R. Burris, Jr., <i>Superintendent</i>	1978
Evelyn Doherty	1969
John Kane	1955
Linda Monahan	1983
Highway/Tree	
Robert Belida	1983
William Chandler	1976
Kevin Conlon	1984
Alfred Gray	1955
Walter Haley	1952
Paul Lambert	1975
Lawrence Kane	1984
James Nolan	1969
Robert Nolan	1986
Frank Sellars	1982
James Shimkus	1967
Timothy Stronach	1985
Roger Trott	1963
Jack Ward	1984
Vehicle Maintenance	
Royal Hudson	1986
Robert Marsh	1960
James Marshall	1976
John P. McCarthy	1969
Engineering	
Doris Doherty	1984
Thomas Fiorello	1986
Sean Sullivan	1987
Frank Janas	1987
Parks	
Cornelius Barry	1987
Frank Giannetti	1985
Ernest Lightfoot	1973
James Lightfoot	1985
Water/Sewer	
William Blakeney, Jr.	1981
Mamie Burke	1982
Thomas Casey	1980
Lorraine Cuskey	1978
George DeRoche	1972
George Deshler	1967
Brian Gath	1985
Allan MacGilvary	1987
Michael Peters	1987
Clarence Richards	1986
Richard Stoddard	1982
Richard Westaway	1972
William Wilkinson	1966
Custodian	
Clayton Stokes	1987
Retired Employees	
Donald Prescott	

Snow Expenditures	\$332,021.03
Park Permits Issued	178
Street Opening Permits 1987	
Gas Permits	69
Water/Misc.	90
Sewer/Misc.	16
Contract/Sewer	2
State Permits	3
TOTAL	180
Drainage Projects Completed:	
<i>Repaired</i>	
Oakland Ave	
Pine Street	
North Billerica Road	
Catherwood Road	
Kendall Road	
Maplewood Road	
Trull Road	
Glenwood Road	
Heathbrook School	
Beech Street	
Martha Ave	
Westland Drive	
Kearsage Street	
Baystate Road	
Benson Road	
Hillside Road	
Seneca Road	
Foster Road	
Lancaster Drive	
<i>Installed</i>	
Highland Ave	
North Street School	
Wamesit Road	
Oliver Street	
Rogers Street	
Young Street	
Easement Road	
Kennedy Road	
Marston Street	
New Water Services installed in 1987	285
New Meters installed by the Water Division	187
New Condo Meters installed by their contractors programmed by W.D.	95
New Business Meters installed by their contractors checked by W.D.	12
Replacement Meters installed by the water division	108
New Hydrants installed in 1987	29
Miles of Main installed in 1987	2.8 miles
Replacement and Repair of Water Services by W.D.	20
Vehicles Maintained	
Police	
Dog Officer	
Civil Defense	
Auxiliary Police	
Community Action Committee	
Trees Removed	225
Highlights of 1987	
Water Treatment Plant 75% complete - Start up date will be mid April 1988.	

Respectfully submitted,
William R. Burris, Jr.
Superintendent of Public Works

EDUCATION

General Information

Superintendent's Report

School Committee

Staff List

Enrollment by Schools

Shawsheen Regional Vocational Technical School

School Department General Information

Registration for School in September 1988

Kindergarten: A child must be five years old as of August 31st of the year entering Kindergarten.

First Grade: A child must be six years old as of August 31st of the year entering the First Grade.

Education and Employment Certificates

Every person from 14-16 years of age must have an employment certificate or permit and those between 16 - 18 years of age must have an educational certificate before starting work. These certificates and permits may be obtained at the office of the Superintendent of Schools, and the High School Principal. When one makes application for a certificate and/or working card he must apply in person and bring birth certificate and report of last grade attended.

No School Announcements

School will be closed only in the case of severe inclement weather. The schedule of no school signals in effect for this school year follows:

A series of three sets of two blasts (2-2-2) on the horns at the State Hospital and the Tewksbury Fire Department indicate no school at the following times for the groups indicated.

6:45 A.M.—No School At All Schools

7:45 A.M.—No School—All Elementary Schools Only (K-6)

Announcements relative to closing schools for inclement weather will be carried by radio stations WRKO, WCAP, WLLH, WCCM, WBZ, WHDH.

When it is in the interest of students' safety to delay the opening of school due to weather conditions, the Superintendent will notify the public by the same procedure as "no school" announcements are made.

Report of the School Committee

1987 was a year where curriculum became a focus in all elementary and secondary schools. Mr. Thomas Nawn was asked to spend two weeks in each elementary school to evaluate and make recommendations to the School Committee. Dr. Ed Farley was asked to do the same on the secondary level. This year became a building year for teacher morale and assistance in student/teacher ratio. New, updated textbooks also were adopted by the school committee. Two years ago a completely new English textbook was adopted for Grades K-6. This year the following new textbooks were purchased and are being used: Social Studies textbooks for grades K-6, Home Economics textbooks for Grades 7 and 8, Geometry textbooks for Grade 11, computer applications textbooks for Grades 10-12 and Basic Skills textbooks for Grade 9.

The Project Charlie program that highlighted self esteem, decision making and drug and alcohol abuse became a part of the curriculum in the elementary schools. The Self Discovery and Sex Respect program became a part of the ninth grade health curriculum. This program stressed decision making, drug and alcohol abuse as well as a sexuality component. Aides education for Grades 7 through 12 that conforms to the state policies has also been implemented.

We are all grateful for the Town and Community support at budget time. This has allowed the School Committee to focus in on much needed repairs and maintenance of our school buildings. We were sorry to lose Mr. Tom Cooke from the School Committee, but welcomed Mrs. Donna Collella. We are very fortunate to have a School Committee who works together so well and who will strive to continue for excellence in Tewksbury.

William R. Emerson
Chairperson

Report of the Superintendent of Schools

To the Honorable School Committee and the Citizens of Tewksbury:

Herewith I am privileged to submit my twenty-third annual report as Superintendent of the Tewksbury Public Schools. In this report I have chosen to update some of the major components which give direction to the future of the school system.

In the business and political world a trend is evolving which leaves the 1980's behind to history and concentrates on planning for moving ahead into the 1990's. With a little less than two years remaining in the 1980's we must leave the 80's and focus on plans for moving the Tewksbury Schools into the 1990's. Our student programs, staffing, staff development and budget planning must reflect the vision we have for this venture.

In this report I will touch upon some of the major areas which influence programs and budget planning. These are:

- Program Development
- Demographic Changes
- Staff Development
- Funding Sources

Each of these areas will be highlighted since a report of this nature would not allow for any in-depth treatment.

Program Development — Last December 29th, the United States Secretary of Education, William E. Bennett, unveiled a proposed core curriculum for high schools - that would strengthen course requirements and stiffen content. Bennett stressed that: "The time a student spends on any subject is no guarantee that he will master it," Bennett continued, "What goes into high school classes - their content and quality - is every bit as important as the number." To illustrate this point Bennett stated, "It makes a difference if you read Henry James or a Batman comic book."

Bennett continues his statements with this assessment of American parents. "American parents want their schools to do one thing above all others - teach their children to read, write and speak well." To Bennett's statement I would add two others - to think and compute. What Secretary Bennett is saying is that we should have a basic core of subjects - required of all students - made up of common learnings which stress basic skills. He even has recommended what he believes a basic or "core" high school curriculum should contain for mastering by all students.

The curriculum at Tewksbury High School rates very high when compared to the Secretary's proposed curriculum for the "ideal American High School" which he calls James Madison High School. However, we do vary somewhat from his traditional approach in order to accommodate students with different learning styles as well as some of the development and social needs of students.

Some examples are:

- Programs for gifted and talented students at both the elementary and secondary schools.
- Advanced Placement Courses at the high school.
- Remedial programs in reading with greater emphasis at the elementary level (extended into the junior and senior high

schools.)

—Developmental Reading at the Junior High School.

—Pre-Vocational and Vocational education at the High School.

—Special Education: - Available pre-school through the 12th grade and beyond. This is known as Chapter 766 - Special Education and is required by state law for "All students who have a temporary or more permanent adjustment to difficulties or attributes, arising from intellectual, emotional, physical or any other specific learning impairment and is unable to progress effectively in a regular education program." Presently there are approximately 550 students or 14 percent of the student population in Tewksbury involved in special education. Forty-five of these students are tutored out of town to schools which specialize in a particular aspect of special education (emotional, hearing or sight impairment, dyslexia etc.) This year the annual budget for Special Education is approximately \$2,100,000.

Other areas in program development would include things such as:

Early Childhood Education. Currently we are looking into the needs, cost, and feasibility of including a pre-kindergarten program under the auspices of the school department. One of the factors which precipitated this study was changing the entrance age for beginning kindergarten to 5 years old by August 31st in order to begin kindergarten in September. Obviously a pre-kindergarten program would result in a significant budget increase.

Testing Program

The Massachusetts Department of Education has mandated two (2) testing programs. A **Test of Basic Skills** is required of all 3rd, 6th, and 9th grade students every year. Students who do not score 70% correct in the areas of Reading and Math and score a passing grade in Writing must be given additional remedial instruction until they pass the test. Tewksbury is one of fewer than twenty communities throughout the state who set a passing standard higher than the state mandated passing score of 65%. The second test which the state requires is a bi-annual test at grades 4, 8, and 12 in **Curriculum Assessment**. This test measures the effectiveness of the Tewksbury curriculum when compared to other similar communities in Math, Reading, Social Studies and Science. In essence the state is working towards a state curriculum. In the most recent **Basic Skills Test** given last fall, Tewksbury's students scored very well. The following figures indicate the percent of students answering 65% and 70% of the questions correct in Reading and Math.

Reading

Grade	65%	70%
3	95%	91%
6	91%	87%
9	92%	88%

Math

Grade	65%	70%
3	95%	92%
6	96%	94%
9	92%	89%

Writing Sample

Grade	Passed
3	95%
6	92%
9	97%

The Curriculum Assessment Test results were recorded and discussed in my report last year. As stated there, "...the Tewksbury students did not show any significant educational differences from the average test scores for the state in the content areas of Reading, Mathematics and Science. The only exception to this was in grade 11 Reading, where Tewksbury students did score significantly higher than the state average." From March 22nd through April 6th the Curriculum Assessment testing will be taking place in our schools. The results of this testing will be available next fall.

In addition to the state testing we also give an achievement test to all students in grades 1 - 8 each year. This is the **Iowa Test of Basic Skills (I.T.B.S.)** and the test results are reported to parents.

Teacher Workshops — All Tewksbury teachers participate in eight (one-half day) workshops. The purpose of each workshop varies, however, the basic intent is to focus in on some area of curriculum assessment or development or on an area of student needs.

Departmental Meetings — All secondary level teachers participate in monthly departmental meetings (more often if needed) to further develop and assess specific curriculum needs within the department.

Grade Level Meetings — These are held at the elementary level on an "as needed basis" to further develop and assess the needs of the elementary curriculum. Within buildings there are also "cross grade" meetings in order to assure a good integration of learning activities between grades.

Demographic Changes — Due to the construction of new homes and population concentration and shifts we must periodically review the elementary school district boundaries in order to assess the best utilization of our school buildings. We like to have a good distribution of students in order to achieve a reasonable balance in the teacher/pupil ratio in each class at every grade level. At the elementary level - depending on the grade - we like to keep class size at an average of between 20 to 25 students per class. This is our goal and in order to do this at all schools it may be necessary to do some redistricting. Inevitably this always raises concern among parents, however, we must respond to what is best for all students in the elementary schools even if it means changing the school a child attends to achieve this balance.

In addition to a redistricting study we are currently involved with a study committee which is looking into the feasibility of changing the Junior High School into a middle school with the possibility of a different grade configuration - perhaps with the addition of grade 6.

These are signs of a "spurt" in the student population beginning at the elementary school level. In the Kindergarten this year there are 321 students and 348 in grade 1 as compared to 250 students and 249 students respectively in grades 5 and 6. There are approximately 200 more students in grades K-3 than in grades 4-6 which translates into 8 additional classrooms with 25 students in each room. Based on these figures, ten years from now Tewksbury will need a minimum of 10 additional elementary school classrooms.

Funding Sources — In moving into the 90's Tewksbury along with every other community in the state, must find a better, more equitable way to fund public school education other than the present over-reliance on the residential tax rate. Either the state or federal government must find some method of infusing money into local communities or the local communities will have to shift to a greater responsibility for non-residential tax property to assume a greater burden in supporting public

education. The old saying that "a community is only as good as its schools" certainly would support and justify this shifting of tax burden.

All the threats and apprehensions of Proposition 2½ have finally hit to a serious degree in public school funding across the state. Tewksbury is no exception. Not only schools, but all other town services are being affected. Without a solution soon, we will have to curtail or eliminate some of our present school programs and "place on hold" some of the plans we have for the future.

In the current school budget of \$13,466,000 we received approximately \$5,553,000 from the state - that translates into 60% local cost and 40% of the cost of education supported by the Commonwealth of Massachusetts. In addition, the town receives approximately \$165,000 from the federal government to supplement Special Education services and an additional \$95,000 for the Chapter I program at the Trahan School.

In the current school year the Commonwealth has given additional funds to the town under Chapter 188 which is the new Education Reform Bill. These funds come in the form of grants - some of which are competitive. We took advantage of all the "flat" grants that were offered last year. We received approximately:

School Improvement Councils - \$38,000

Horace Mann Grants - \$30,000

Equal Education Opportunity Grant - \$25,500

Teachers' Minimum Salary Grant - \$30,000

In concluding this report I would like to summarize where we are focusing our efforts, as we look to the 90's. Our challenge is to do what we are doing, only better, by taking advantage of the improved methods for instruction and school administrative functions through the use of new, advanced technologies. We are gradually computerizing our school administrative operations, as well as integrating computers in the instructional program. Videotaping and video cassetts have opened a new door for teaching students. Our emphasis will be directed to continuing with our **Program Development and Staff Development**. Student and staff needs play a vital role in influencing the direction of these areas. In order to achieve the quality of education we are committed to maintain the demographic concerns I have alluded to which must be very carefully monitored.

The 1990's present a challenge, but so did the 70's and 80's and we were able to meet these challenges. I am confident that with a renewed commitment to excellence and with the school department staff, school committee, parents and town officials working together the 1990's will be even more productive in addressing more diverse student needs as we prepare our young people for a new century.

Our citizens are most generous in expressing their approval and pleasure with the type of education we are trying to provide here in Tewksbury. They are also honest and frank with any criticism they might have of our efforts. We accept with thanks and a good feeling that the people are willing to express their praise and criticism of our schools within the framework of wanting to achieve excellence in our program. My hope is that we will keep focusing on this goal of excellence.

I wish at this time to express my appreciation to my two Assistant Superintendents, Dr. Edward J. Farley, and Mr. John F. Ryan for their invaluable guidance, assistance and work in their respective areas. To all the principals, assistant principals, teachers, clerical and custodial staff, as well as the school food service workers, and all employees of the department, we all owe our deep appreciation. The Tewksbury Public Schools

could not function without the teamwork of all of these people who in actuality provide for all our children what we feel is a first class education at a cost which is consistent with the Town's ability to pay.

The members of the School Committee have given generously of their time, talents and efforts in pursuit of providing the best possible education for the children of Tewksbury. The work of the School Committee deserves the appreciation and respect of every citizen. Their dedication and concern is directed at providing the best they can offer our youth. To the other town officials, town manager, parent advisory groups, civic, church and fraternal groups - all who have helped to provide quality education in Tewksbury, I extend my sincere appreciation and thanks.

Respectfully submitted,
John W. Wynn
Superintendent of Schools
February 1988

Staff

School Committee Members

Louis Carciofi, 1988
Donna Colella, 1990
William Emerson, 1989
Charles LaBella, 1988
Benjamin Maxwell, 1989

Central Office Administrative Staff

John W. Wynn, M.Ed., *Superintendent of Schools*
Dr. Edward J. Farley, Ed.D., *Assistant Superintendent, Instruction*
John F. Ryan, M.Ed., *Assistant Superintendent, Business*
Thomas Nawn, *Central Office Assistant*
Thomas Lovett, *Data Processing Coordinator*

Central Office Secretarial Staff

Barbara E. Tanner, *Executive Secretary*
Anne Duncan, *Financial Clerk*
Josephine Campo, *Secretary*
Dorothy Gendall, *Clerk*

Memorial High School

William DeGregorio, M.A., *Principal*
Joseph Crotty, *Assistant Principal*
Anthony Romano, *Assistant Principal*
Norman Marble, *Assistant Principal*

Delores Barlow, *Secretary*
June Fowler, *Secretary*
Mary Maguire, *Secretary*

Florence Antonuk, *Guidance Secretary*
Rose Cochran, *Census Clerk*
Anita Santori, *Data Processing Secretary*

English

Robert Manzi, *Department Head*
Carol Acone Callahan
John Bresnahan
Chester Flynn
Joan Kelley
Elsa Marsh
Linda Novelli
Andrew Pappathan

Susan Patterson
Sandra Sheppard
Sheila Walsh
Jacqueline Williamson

Social Studies

Warren Bowen, *Department Head*
Sandra Bettencourt
Donald Cormier
Robert Fiske
James Kastritis
Patricia Koravos
Christos Koumantzelis
Robert MacDougall
Sharon Milenavich
William Piscione
Donald Stewart

Mathematics

Bryce Collins, *Department Head*
Cynthia Ayer
Judith Bruce
George Economou
Maureen McNamara
Elizabeth Papik
Roger Pilat
Gerald Rideout
Carol St. Germain
Dolores Sullivan

Science

Marilyn O'Brien
John Clarke
Michael Daley
Stephen Gerome
Richard Gropman
Mary Herlihy
Patricia Lannon
Joseph LeProhon
Wade Longley
Kathleen Mofield
Timothy Otis

Foreign Languages

Frances Renaud-Stephan, *Department Head*
Antoinetta Cascella
Leo Frechette
Daniel O'Brien
Maureen Rideout
Mary Sullivan

Art

Daniel Rogacki
Donald Sullivan

Business Education

Anita MacDonald, *Department Head*
Judith Berube
Dale Black
Melanie Buccola
Robert deGaravilla
Heidi DeRosa
Constance Goldsworthy

Distributive Education

Cynthia Onoroski

Health

Enise Saindon

Administrative Aide

Jan Aylward

Tewksbury Junior High SchoolRichard Griffin, *Principal*George Abodeely, *Assistant Principal***Secretaries**

Judith Colman

Rincy Thompson

Dorothy Doherty, *Guidance***English**James McGuire, *Department Head*

Jason Andrews

Anthony Blandini

Elizabeth Kyle

Emela McDade

Livid Mullen

Mary Murray

Fenda O'Brien

Social StudiesWarren Yaeger, *Department Head*

Maureen Kelley

Patricia Krol

James LeClair

Aine Maloy

Stephen Prodanas

MathematicsEarlene Locker, *Department Head*

Sandra Barnett

Albert Bradley

Mary Keenan

John Loynd

Sammond Malatesta

ScienceAlfred White, *Department Head*

Kathleen Connell

Louis Garceau

Cen Osterman

Marilyn Steele

Richard Zbieg

Foreign Languages

Caire Piscione

Industrial Arts

John Jarek

Valter Mackey

Timothy Sloman

Home Economics

Bonita Hansberry

Mary Laffey

Art

Linda Malone

Music

Tancy Laws

Thomas O'Toole

Physical Education

Martha Doukaszewicz

Thomas Morrill

Susan Scofield

Health

Cynthia Abate-Upson

Business Education

Marilyn Streeter

I.G.E. Program — Junior High School**5th Grade**

Maureen Gropman

August Jardin

Raymond Loosen

Dolly Sacramone

6th Grade

Thomas Conlon

William Kirwin

Kevin McArdle

Aides

Janice DiPietro

Jean Olsen

Heath Brook SchoolAntonio Terenzi, *Principal*Ann Sexton, *Secretary*Ruth Maher, *Secretary***Grade 1**

Joan Ciambella

Pauline King

Susan LaMotte

Helen Matysczak

Grade 2

Virginia Bunting

Dorothy Foley

Brenda McWilliams

Grade 3

Barbara Duarte

Elaine Fiske

Chris Hassan

Grade 4

Donald Barry

Marcia Kalarites

Lorraine Nastek

Grade 5

Alfred LeClair

Richard Mousseau

Martha Quinn

Grade 6

Joanne Krainski

Frederick Leahy

Elaine Mullen

Kindergarten

Maureen Cody

Patricia McDonnell

Kindergarten Aides

Linda Austin

Rita Boudreau

Loella F. Dewing SchoolJohn Weir, *Principal*Patricia Boucher, *Secretary***Grade 1**

Meredith DeBow

Maureen Kane

Janice Lunn

Claire Reed

Patricia Stratis

Grade 2

Geraldine Rubico
Shirley Sanford
Carole Sullivan
Barbara Vitallo

Grade 3

Maureen Buckley
Mary Lou Morris
Rose White

Grade 4

Robert Maloney
Ann Read
Sandra Ryan

Grade 5

Patricia Allen
Carlton Clark
Iris Koumantzelis

Grade 6

George Kalarities
George Paul
Richard Schadlick
Monica Weir

Kindergarten

Margaret Harcourt
Cathy Ronan

Kindergarten Aides

Jane Juskiewicz
Diane Norton

Certified Aides

Kathy Brandt
Mary Lee Goguen

Louise Davy Trahan School

Edward Pelletier, *Principal*
Elaine Tower, *Secretary*

Grade 1

Virginia Callahan
Mary Feick
Maureen Jackman
Ann O'Hara

Grade 2

Nordice Chute
Kathryn Quinn
Christine Themeles

Grade 3

Madeleine DeLuca
Patricia Dias
Elizabeth Santos
Karen Ware

Grade 4

Joan Friedman
Marimargaret Roberts

Chapter I

Frances Gath
Mildred Mulno
Priscilla Titus

Kindergarten

Catherine Brimer
Gwen Hedrick

Kindergarten Aides

Diane Kelley
Patricia Lightfoot

North Street School

William Tsimtsos, *Principal*
Valerie Rogers, *Secretary*

Grade 1

Arlene Breault
Judith Lodi
Jennie Zantuhous

Grade 2

Jacqueline Dupont
Elaine Maxwell
Carolyn McLaughlin

Grade 3

Charles Allen
Alma Davis
Joan Ryan

Grade 4

Cassandra Edell
Jayne Gray

Grade 5

Robert Cullen

Grade 6

Eugene Sdoia
Gerald Smith

Kindergarten

Sheila Gurry
Marjorie Petalas

Kindergarten Aides

Linda Beaulieu
Margaret Smith

Certified Aides

Marjorie Conlon
Barbara Krueger

Guidance

Priscilla Betses, *Director*
John Donoghue
Henri Dufour
Elisabeth Gaffney
Linda Hair
Thomas Madden
John Maloy

Librarians — Systemwide

Gertrude Carey
Arlene King
Hope Place

Reading Specialists

Karla Conway
Robert Horgan
Susan Lachance
Georgia Ruckledge

Elementary Art

Gail Hamilton
Carol Rodgers
Betty-Ann Themeles

Elementary Music

Joseph Buckley
Susan Thorne
Betty Turner

Elementary Physical Education

James Manley
Janet McMahon
Bonnie Roberts

Cfted & Talented

Erothy Hudak
Ese Racicot

Health Educator

Sl Gallo, *Director*
Lia Wenzel

Special Education Department

E. Michelle DeAngelis, *Administrator*

Everly Erlandson, *Secretary*

Ieresa Brown, *Secretary*

Janne Kearns, *Secretary*

Sed Youth Advisors

Le Muller

Adjustment Counselors

Rbert Appolloni

Crol Brooks

Federick Penza

Cil Shinberg

Silla Sullivan

William Traveis

Psychologist

Airora Thompson

Speech Therapists

Ja Fuller

Caig Howard

Jne Kelley

Jne Mitchell

Visually Handicapped

ierese Morin

Early Childhood Specialist

Cven Kodner

Occupational Therapist

Nary Chappell

Physical Therapist

Ane Dempsey

Moderate Special Needs

Fith Anderson

Jmes Auten

Ssan Berberian

Bseanne Boghossian

Atoinette Byrnes

Feenor Edelstein

Nincy Farrey

Grole Anne Gallo

Fleen Gardner

Donna Graham

Grole Holmy

Isa Hughes

Iabel Jankelson

Aspar Kasparian

Nary Kennedy

Ann Knower

Donna LeCam

Nary Manseau

Arlene Neumann

Sephanie Pagiavlas

Nary Ann Primerano

Carol Sagro

Nyra Chang Thompson

Thomas Walsh

Special Needs Aides

Eleanor Beloin

Kathy Connolly

Pamela Lussier

Joanne O'Brien

Rita O'Sullivan

Doris Worthington

Custodial Workers

John Regilino, *Supervisor*

High School

Joseph McCann

Robert Howard

Harvey Leighton

Eleanor Antonelli

Roy Osterberg

Brooks Nyren

Eric Gordon

Steve Witham

Jeff Stinnett

Junior High School

William Carlson

James Zousimas

Henry Bensen

William Cushing

William Oleson

Vincent Schettino

Robert Duncan

Loella Dewing School

William Bomil

Richard Fallon

Kurt Bush

Bruce MacDonald

William Bomil, Jr.

Ralph Greenleaf

Heath Brook School

John Anderson

Robert Anderson

David Greene

Edward Brabant

North Street School

Eugene Kelly

Donald Page

Daniel Martin

Trahan School

Bernard Boudreau

Peter Thuillier

George Greenman

John Dey

Maintenance Staff

Joseph George, *Working Maintenance Foreman*

Thomas Gilbride

Louis Marion

Charles Ryan

Thomas Sullivan

Joel Trull

Food Services

Ms. Joan Dey, *Director*

Ms. Patricia Napoli, *Secretary*

Dewing

Theresa Harrington, Mgr.

Elizabeth Ryder

Rochelle Hastings

Jeannine Rheault

Heath Brook

Eleanor Bissett, Mgr.
 Carole Friedman
 Dolores Montecalvo
 Margaret Gilbert

Junior High

Rose Moore, Mgr.
 Barbara Stevens
 Ivane Thibedeau
 Anne DiBerto
 Diane Lombardi
 Janice Woodman
 Mary DiBella
 Louise Suozzo

Memorial High

Phyllis Boumel, Mgr.
 Agnes Fowler
 Dorothy Peach
 Marie Nolan
 Marcella Urquhart
 Mildred Patterson
 Judith Hanlon
 Christine Lindsey
 Concetta Miranda
 Marilyn Gretskey
 Sheila Krzenski

North

Lorraine McPhee, Mgr.
 Anna Dobbin

Trahan

Martha Kelleher
 Marie DiFabio
Library Aides
 Ann Donnelly
 Judith Dziadosz
 Martha Feran
 Marilyn Fowler
 Mary Gale
 Barbara Keefe
 Jean Keyser
 Evelyn McCabe
 Mary Nawn
 Vasilike Stevens
 Rosemary Sullivan
 Mary Turcotte

School Nurses

Barbara Baker
 Louise gearty
 Yvonne Hall
 Judith Hopkins
 Kathleen Knowles
 Alice LeDuc
 Charlotte Sargent

School Attendance Officers

Robert Cook
 George Hazel

Athletic Department

Robert Aylward, *Athletic Director*
 Paula Coppola, *Secretary*

HORACE MANN TEACHER GRANTS
 Dr. Edward J. Farley, *Assistant Superintendent*

In 1985 the Massachusetts Legislature passed Chapter 188, The Educational Improvement Act. Contained in the act are provisions for Horace Mann Teacher Grants.

Tewksbury was allotted \$32,280 for fiscal year 1987. Teachers applied for grants up to an individual teacher's maximum of \$2,500. Each grant was reviewed by a committee consisting of three members representing the School Committee and three members representing the Tewksbury Teachers' Association. Upon the recommendation of this Horace Mann Committee the Tewksbury School Committee awarded grants to twenty-eight teachers. Forty teachers had submitted applications for the grants.

The projects for which grants were awarded were:

- Elementary Social Studies: Scope & Sequence
- Computer Accounting Test-Workbook
- Chemistry Data Collection by Computers
- Interactive Videodisc Applications in Earth Science
- Fifty Activities for the Kindergarten Year
- Featured Players in Landscape Designs
- Project MASIE (Making American Studies Informative and Entertaining)
- Project HATTER (Helpful Activities & Tests for Teaching Elementary Reading)
- American History Teacher Resource File
- Application of Videodisc in Life Science
- Modern Plane Geometry Curriculum Development
- Development of a Computer Software Applications Course
- Project Cassat (Community & Schools Share Artistic Talent)
- Development of a consistent, sequential, skill-building curriculum for Level 3 Freshmen and Sophomores
- Project TACUG (Tewksbury's Apple Computer User's Group)

GUIDANCE DEPARTMENT REPORT
 Priscilla Betses, *Guidance Director*

The ninth grade students made an excellent transition to the High School. The attendance and academic performance of this freshmen class is indicative of the "wellness" displayed by the entire student body.

This year a great deal of publicity was given to teenagers under stress. The alarming number of teens who attend school daily with pressures from home and society was on the rise. This phenomenon is not unique to any specific geographic pocket, but a natural trend. Our nation has 1.5 million homeless youngsters; 40 percent of all high school seniors are problem drinkers; and a teenager succeeds in committing suicide every 96 minutes. Surgeon General Knoop has appealed to the schools to join in the war on the AIDS epidemic through education.

Classroom teachers, guidance counselors and administrators in the Tewksbury Schools have been trained to identify and report students in need of support services and we are pleased to report that we have enjoyed a year of quality education.

GRADUATION REQUIREMENTS

Dr. William Bennett, the Secretary of Education, has stated publicly his wishes for uniform requirements for high school graduates which were modeled after the Madison proposal and include four years of literature, three years of social studies, three years of mathematics, three years of science, two years of a foreign language, two years of physical education, one-half year of art and one-half year of music history.

In the meantime, Dr. Franklyn G. Jenifer, Chancellor of Higher Education for the Commonwealth of Massachusetts recommended that the Admissions Standards for admission to State Colleges and Universities have two components; the academic units and the sliding scale. In most cases, students who apply for freshman admissions to a State College or University should have completed a program of sixteen college

reparatory courses that include the following: four years of English; three years of mathematics including Algebra I, II and Geometry; two years of a natural or physical science, usually biology, chemistry or physics; two years of a social science, two years of a foreign language, through the intermediate level in the same language; and three years of electives that include courses in the arts, humanities or computer science or additional courses from the other requirements.

The National Association of Secondary Principals School-college relations Committee proposes that a major recommendation of the National Commission on excellence in Education is that state and local high school graduation requirements be strengthened. The commission report, **A nation at Risk**, urged that every high school curriculum contain five "New Basics": four years of English; three years each of mathematics, science, and social studies; a half year of computer science; and, for college bound students, a minimum of two years of a foreign language.

The graduation requirements have historically been local option, and at Tewksbury Memorial High School our graduation requirements are: four years of English; three years each of mathematics and social studies; two years of science; and, two years of physical education.

These requirements have served our students well, since we are comprehensive High School and over 70 percent of our students go on to higher education. The curriculum, together with the staff, prepare individual students of Tewksbury Memorial High School with the training, education and background to assure that they make a contribution to society.

TATE ASSESSMENT

In 1986 Massachusetts students in grades three, seven and eleven participated in the Massachusetts Educational Assessment program. The students in these three grades throughout the state were tested in reading, mathematics and science. The National Assessment of Educational Progress has not yet released its reading data, but in the math and science content areas, in all three grades, the Massachusetts students were above those of students nationwide.

The background factor questions indicated that Massachusetts students are not much different from national averages; nonetheless, the educational aspirations of Massachusetts students far exceed those of students nationwide.

Television watching has been related to test score performance in many studies. Children who watch several hours a day of television tend to have poorer test results than those whose watching is more moderate. Students in Massachusetts report watching less television than their peers nationwide. In Massachusetts, 38 percent of the seventh graders reported watching two hours or less of television each day. In the national sample, only 28 percent of those responding to the question watched two hours or less. The difference between the two groups was even greater at the eleventh grade. At that grade, 66 percent of the Massachusetts students reported that they watch two hours or less of television as opposed to 44 percent of the National Group.

TEWKSBURY MEMORIAL HIGH SCHOOL Scholarship Award Recipients Class of 1987

Middlesex Women's Club	Carmen Hernandez
Tewksbury Golden Age Club	Jodi Sutherland
Tewksbury School Food Services	Joan Wheeler
Tewksbury Rotary Club	Robert Lynn
	Stephen Whelton
David Keon Memorial Scholarship	Peter Riddle

Heath Brook School P.A.C.
Leo Rondeau Memorial Scholarship
Tewksbury Teachers' Association

Rosemary Peirent Scholarship
Award Fund
Elks National Scholarship
Balfour Award
TMHS Art Department
Wang Laboratories

Digital Equipment Corporation
John Sughrue Memorial Scholarship
South Tewksbury Betterment Assoc.

Tewksbury Wilmington Lodge
of Elks

Tewksbury Garden Club

TMHS Music Appreciation
Scholarship

Tewksbury Youth Baseball
Scholarship
Tewksbury Municipal Employees
Schp. - Local #833 of AFFCME

U.S. Air Force Academy Scholarship
Tewksbury Jr. High School Student
Council

Mabel Anderson Memorial
Scholarship Fund
Class of 1987 Appreciation Award

National Honor Society Scholarship

Louis Davy Trahan Memorial
Scholarship
Tewksbury Veterans Association

The Chorus Loyalty Scholarship
TMHS Band Loyalty
The Luke Byrne Memorial
Scholarship

Nicholas Grund
Lisa DiBella
Paulla Haines
Jodi Sutherland

Daniel McLeod
Karen Duggan
Wendy Latta
Carmen Hernandez
Karen Duggan
Gina Bernard
Patricia Moriarty
Kirk Goldsworthy
Nancy Lee Thompson
Dawn Hannula
Lizabeth Devlin
Gina Bernard
Michael Rosemond
Denise Ministeri

Dawn Hannula
Brian Aylward
Peter Riddle
Kimberly Dziadosz

Maura Looney
Kathryn Freeman

Robert Lynn

Joseph Kelley
Kenn Coviello
Paula Haines
Karen Collins
Linda Jarossi
Timothy McCaffery

Michelle Fowler
Therese Cooper
David Appleby

Patrick Brooks
Lori Zotto
Susan Tsimtsos
Peter Riddle
Michelle Fowler
Leah MacPherson
Karen Whitehouse
Patricia Moriarty
Laura Aiesi
Gina Bernard
Jennifer Stys

Karen Duggan
Michelle Fowler
Susan Kinnon
Joseph Kelley
Peter Riddle
Kristen Larsen
Patricia Moriarty
Eric Hanson
Christine Brady

Michelle Fowler
Richard LeDuc

Jason Maaser Memorial Scholarship
Tewksbury Lions Club

Loella Dewing PAC Scholarship

The Following Students also received scholarships from their prospective colleges or organizations.

Plymouth State
University of Hartford
Chancellor's Scholarships Award
Bay State Junior College
Merrimack College
Pine Manor College
Boston University
DECA Scholarship
University of New Hampshire

Robert Field
Dawn Hannula
Robert Lynn
Scott Gallo
Karen Duggan
Jennifer Stys

John Fleury
Ronald Crowell
Cynthia McGill
Kristin Bateson
Susan Kinnon
Carmen Hernandez
Gina Bernard
Janet Cole
Brian Donahue

Greater College Club of Lowell
National Transportation Scholarship
Laura Greene Scholarship
Northern Essex Community College
— Full tuition
Athletic Scholarship
— Jamestown College
Massachusetts State Scholarship
Athletic Scholarship
— American International College
University of Texas, Austin

Robert Lynn
Robert Lynn
Karen Duggan

Sandra Fiebranz

Michael Fitzpatrick
Patricia Coviello

James Kelley
Dawn Hannula

The Commonwealth of Massachusetts Scholars are: Gina Bernard - Karen Duggan - Nicholas Grund - Dawn Hannula - Robert Lynn - Cynthia McGill

Tewksbury Memorial High School students are grateful for all the generous contributions made to them to help defray the cost of their college expenses. The awards and scholarships for this year reached \$285,502.

Shawsheen Valley Regional Vocational/Technical High School

Annual Report 1987

Elected Representatives of the Regional School Committee are:

Bedford

Anthony R. Mazzone
Mark Trifiro

Burlington

John P. Miller,
Chairman
Francis McLaughlin,
Secretary

Billerica

Kenneth L. Buffum
Bernard Hoar

Tewksbury

Richard E. Griffin
J. Peter Downing

Wilmington

Kevin J. Sowyrda, *Vice-Chairman*
John Gillis, *Treasurer*

The Shawsheen Valley Regional Vocational Technical High School District is one of twenty-six regional vocational technical school districts within the Commonwealth of Massachusetts. The principle objective is to provide comprehensive vocational/technical training experiences for approximately fourteen hundred secondary high school students residing in the towns of Bedford, Billerica, Burlington, Tewksbury and Wilmington. Upon graduation, students acquire both a comprehensive academic high school diploma and certification in their chosen vocational/technical discipline. Therefore, graduates receive two educations during their four years of study enabling them to either directly enter the world of work as experienced technicians and craftsmen, and/or immediately enter college due to their quality academic preparation.

In June of 1987 three hundred and twenty seven students graduated from Shawsheen Tech, with over ninety-six percent of the graduates either acquiring jobs within their skilled professions or pursuing higher education. These statistics are consistent with the past performances of graduating classes from Shawsheen Tech, which have existed since the school's formation in 1970.

Many activities took place during 1987 which deserve special recognition:

The district was saddened with the retirements of two outstanding individuals who helped establish Shawsheen Tech's reputation of being one of the nation's finest vocational/technical secondary institutions.

Mr. Benjamin Wolk, Superintendent/Director since 1970 announced his retirement in late 1986. His dedication to serving the needs of youngsters in vocational/technical education spanned four decades, and his service as the leader of Shawsheen Tech began in 1966 as the District's first employee. The 1987 graduating class dedicated its yearbook in honor of Mr. Wolk, and the Shawsheen Valley Technical School Committee established an annual scholarship to be awarded to the top male and female graduates in his name. This dedicated professional educator continues to serve the students and staff of Shawsheen Tech as a member of the school's General Advisory Committee.

Mr. Joseph L. Rogers, who represented the town of Bedford as a member of the Regional School Committee since 1970, announced his decision to end his seventeen years of public service by not seeking re-election in March of 1987. Current and former School Committee members organized an appropriate ceremony in April of 1987, where Mr. Rogers received well earned thanks and commendations from the School Committee, faculty and students. In March of 1987, Mr. Mark Trifiro of Bedford, a former student in Shawsheen Tech's afternoon program, was elected by Bedford residents to the existing vacancy.

In February of 1987, Mr. Charles Lyons, former Executive Director of the Massachusetts Association of Vocational Administrators, began his service as Superintendent/Director. Mr. Lyons has been in the field of Vocational/Technical Education since 1976, serving as a teacher, fiscal analyst and administrator.

In September of 1987, Mr. Robert Cunningham was appointed Assistant Superintendent/Director and Mr. John McDermott was appointed Assistant Superintendent/Director for Community Services.

There were some significant modifications to the high school's academic program. Since students are required to spend 50% of their time in their vocational/technical program and an equal amount of time in academic and related instruction, these modifications required changes to the master schedule while maintaining the school's practice of providing study periods during the school day. Changes included the following:

The Science program implemented the recommendations of the New England Association of Schools and Colleges. Freshmen Biology was expanded from five to eight periods per week, the teaching of Chemistry and Physics was transferred from the Math Department to the Science Department, and a comprehensive chemistry/physics lab was constructed during the summer of 1987. A new telescope was purchased to assist in the teaching of astronomy, and a new Senior elective course is planned for the fall of 1988. Professional staff was expanded from three full-time and several part-time instructors to six full-time science teachers.

A Health Education Task Force was organized in March of 1987 consisting of parents, teachers, administrators, School Committee members, and the school doctor. The Task Force assisted in the development of new 9th and 11th grade curriculum in Health Education. A new 9th grade course entitled *Decision Making for Better Health* was initiated to help 9th graders clarify their values and attitudes while educating them of health problems that result from risk taking or failure to follow sound decision-making practices. The 11th grade health curriculum added CPR training to the swimming course. Interest in fitness was stimulated by the purchase of a new universal and an aerobic exercise machine.

The Social Studies Department modified the ninth grade social studies curriculum, and the teaching of Civics was expanded to include all students at the 10th grade level. Students participated in the school's annual Student Government Day activities, and two Shawsheen Tech students were elected to serve on the Department of Education's Regional Advisory Council.

The Math Department added Trigonometry, Technical Math, Calculus and Geometry as Senior electives, and pre-Algebra was initiated as a new Freshman course offering. The Math and English Departments also initiated planning to examine applicable software for the proposed Apple Computer Basic skills laboratory expected to be built during the summer of 1988.

The English Department implemented the major revisions of the curriculum modified during the 1986-87 school year. Great care is taken to insure that students are appropriately placed in groups and levels thus insuring that their individual writing, reading and speaking needs are met drawing on teachers' strengths and resources.

The aforementioned changes and enhancements to the academic program insures that all students comply to the school's academic graduation standards and all college entrance requirements. Copies of Shawsheen Tech's Academic Program of Studies are available from the Guidance Department upon request.

Shawsheen Tech continued to offer quality training within the twenty-one vocational/technical career offerings. In May of 1987, students from Shawsheen Tech captured five gold medals in the statewide Vocational Industrial Clubs of America annual competition.

Over 300 local businessmen continue to serve on the twenty-one Advisory Committees which oversee training in each vocational/technical area. Historically, seventy-two percent of Shawsheen Tech graduates enter jobs within the borders of member towns, with each graduating class earning and con-

tributing over 3 million dollars annually to the local economy.

Entering Freshmen are able to explore twelve of the twenty-one vocational/technical areas during an intensive Freshmen exploratory program which concludes in April of their first year. They then choose the area in which they wish to major for the next 3.25 years of their high school experience. Selections include:

Air Conditioning & Refrigeration	Auto Mechanics
Autobody	Business Technology
Carpentry	Chemical Laboratory Technician
Cosmetology	Culinary Arts and Bakery
Diesel Mechanics	Drafting
Electronics	Electrical
Graphic Arts	Health Technology
Machine Technology	Masonry
Metal Fabrication	Maintenance Mechanics
Plumbing	Technical Illustration & Commercial Art

Upon graduation, there are approximately five job offers for every graduate who fulfills the curriculum requirements.

May community projects were completed by various vocational/technical departments during 1987 including:

The annual house building project coordinated by the Carpentry, Masonry, Electrical and Plumbing departments was completed for the Roy family in Billerica during the spring. Another house building project was initiated for the Wilson family in Bedford in September of 1987. Guidelines for next year's house building project may be obtained from the Director of Vocational Technical Programs on April 1, 1988.

The Masonry Department constructed a concrete field house for the Billerica School Department on the High School field.

Autobody painted a police cruiser and fire care for the Town of Tewksbury and a police cruiser for the Town of Burlington.

A handicap ramp was constructed for the Disabled American Veterans quarters in Billerica, and access to a home for a handicapped youngster was facilitated in Burlington.

Graphic Arts served the pressing needs for various public groups from each of the five member towns.

1987 was a banner year for Shawsheen Tech students in interscholastic athletic competition. Overall 1987 teams compiled an impressive record of 139 wins, 53 losses and 1 tie. League Championships were generated in Wrestling, Girls Softball, Tennis, Soccer and Cheerleading. In addition, the Hockey Team reached the Division 3 semi-finals of the State's MIAA tournament, and the Baseball Team reached the Division 2 quarter-finals of the State's MIAA tournament. In the fall of 1987, the Cheerleading squad finished second in Division 1 of the state finals, and Girls Volleyball was added to the extensive sports program.

Shawsheen Tech completed one of its most successful summer programs in its history in 1987. In addition to its annual Summer School courses for high school students and a successful Computer Camp for elementary age youngsters, Shawsheen applied for and received from the Commonwealth a grant to assist in the re-training of unemployed adults. This program served the needs of over seventy adults, most of whom were laid off at Avco in Wilmington in June. Over one thousand people benefited from the summer programs offered at Shawsheen Tech.

Shawsheen continued to serve the needs of member towns through its Adult Education program which served over 700 customers. Its facilities were made available to community groups upon request, and its tradition of providing six hours each week of free pool use by each of the five towns continued.

Shawsheen Tech initiated otehr programs to serve the needs of the unemployed and underemployed. In cooperation with Alpha Industries, an Electronic Assmebly Training program was initiated for twenty adults in late afternoon and early evening hours in November of 1987. This program was funded by Bay State Skills Corporation. Also, in cooperation with the Cambridge Private Industry Council, the District acquired funding for an EKG Technician's Program expected to begin in February of 1988. Residents of the member towns are encouraged to take advantage of the district's expanding job training opportunities by contacting the office of the Assistant Superintendent/Director for Community Services.

The Massachusetts State Legislature, recognizing the significant value of Vocational Technical Education, enacted in late December of 1987 the Vocational Technical Reform Act. This landmark legislation, co-authored by Mr. Charles Lyons, Shawsheen Tech's Superintendent Director, will increase State Aid to Shawsheen Tech by 527 thousand dollars in fiscal year

1989 to be used to reduce assessments to member towns, and will provide the District approximately 500 thousand dollar in needed equipment grants. This legislation sets a new floor for state reimbursement for operational costs equaling thirty five percent of a previous year's expenditures. The Schoc District, member towns and local town taxpayers were well served by all local legislators.

In March of 1987, the Massachusetts Board of Education officially notified Shawsheen Tech that its anticiapted sixty per cent reimbursement on repairs conducted in 1986 on its school roof would be forthcoming. The first annual payment is expected during 1988 thereby saving local taxpayers a yearly cos of over 102 thousand dollars.

Members of the Shawsheen Valley technical High School community are very grateful for the cooperation and support received during 1987 from local boards and officials representing the five member towns. 1988 promises to be one of the most exciting years ever for the residents of the communities we are priviledged to serve.

FINANCES

Treasurer — Collector
Appropriations Board of Assessors
Town Employee Earnings
Auditor's Report - Receipts and Expenditures

Report of the Treasurer-Collector

To the Honorable Board of Selectmen and the Citizens of Tewksbury:

Gentlemen and Residents:

I submit herewith my report for the Fiscal Year ending June 30, 1986.

An effort has been made to make our office more accessible and receptive to the Townspeople, Town Departments and Employees, and all those with whom we conduct business.

The window has been opened an additional hour each day, 8:35 A.M. to 4:25 P.M. and we are also here every Tuesday evening from 7:00 to 8:30 P.M.

By obtaining permission from the office of the Secretary of State to destroy, by incineration, over 140 cartons of outdated and obsolete records, we have been able to greatly reduce our storage and record keeping problems.

With the arrival of the Town Manager, we anticipate that we will be able to start long range planning to address the three major problems facing the Treasurer - Collector's Department.

The lack of computer/automation of the functions and records of the office which must be done by time consuming repetitious, and obsolete methods.

The office and equipment itself, outdated, worn, shabby and prone to malfunction and breakdown.

The absence of a Town Personnel Department and the resultant duties coming to this office; a situation greatly compounded by unclear authority, in exact areas of responsibility and undefined or multiple departmental policies.

In 1987 Town accounts were reduced, bank and investment income substantially increased, and new systems explored for the handling of Trust Funds and to eliminate the compensating balance accounts.

We would like to thank all Town Departments and Employees for the excellent co-operation received during the past year.

Please come in or call us, David Sullivan, Dot Harding, Betty Johnson, Pat Qua, Barbara Hague, Theresa Gillette, Donna Gill, and Dotty Ann Lightfoot, at 851-7366; we will make every effort to serve and assist you.

Respectfully Submitted,
Warren R. Carey
Treasurer - Collector

General

Cash on hand June 30, 1986	\$ 6,762,510.29
Receipts to June 30, 1987	71,331,682.49
Journal Adjustments and Returned Checks	- 4,787.25
Unlocated difference from Auditor June 30, 1986	+ 3,451.14
	<u>\$78,092,856.67</u>

Paid on Warrants by the Town Auditor F/Y 1987	\$70,796,689.47
Less accounts payable on Warrants	- 1,244,894.75
Net Warrants June 30, 1987	\$69,551,794.72
Unlocated difference from Auditor June 30, 1987	- 3,303.69
Balance June 30, 1987	<u>\$ 8,537,758.26</u>

Sewer

Cash on hand June 30, 1986	\$ 1,485,857.25
Receipts to June 30, 1987	17,580,344.00
	<u>\$19,066,201.25</u>

Paid on Warrants by the Town Auditor F/Y 1987	\$ - 17,463,175.31
Balance June 30, 1987	<u>\$ 3,714,569.08</u>

Revenue Sharing

Cash on hand June 30, 1986	\$ 672,828.40
Receipts to June 30, 1987	3,043,850.27
Journal Adjustment	- 2,109.59
	<u>\$ 3,714,569.08</u>

Paid on Warrants by the Town Auditor F/Y 1987	\$ - 3,451,284.13
Balance June 30, 1987	<u>\$ 263,284.95</u>

For detail of receipts and expenditures see report of the Town Auditor.

Detail of Debt Outside of the Debt Limit

School Project — Chapter 645, Acts of 1948	\$ 5,885,000.00
Water Project — General Laws, Ter Ed. Chapter 44	7,870,000.00
Sewer Project — General Laws, Chapter 44	3,425,000.00
	<u>\$17,180,000.00</u>

Trust and Investment Funds

Cash and Securities in Custody of Town Treasurer as of June, 1987.

Conservation Fund	\$ 53,023.09
Foster School Fund	9,247.87
Pierce Essay Fund	642.09
Cemetery Perpetual Care Fund	8,855.11
Stabilization Fund	18,827.00
Fairgrieve Memorial Fund	371,227.50
Mahoney Family Reward Fund	1,410.42
	<u>\$ 463,231.08</u>

Statement of Town Debt — Fiscal Year Basis

1988	\$1,790,000.00	1998	\$ 1,270,000.00
1989	1,640,000.00	1999	1,265,000.00
1990	1,510,000.00	2000	1,265,000.00
1991	1,470,000.00	2001	880,000.00
1992	1,460,000.00	2002	880,000.00
1993	1,460,000.00	2003	880,000.00
1994	1,435,000.00	2004	665,000.00
1995	1,315,000.00	2005	660,000.00
1996	1,280,000.00	2006	660,000.00
1997	1,275,000.00		<u>\$23,060,000.00</u>

Statement of Interest — Fiscal Year Basis

1988	1,828,065.00	1998	\$ 645,575.00
1989	1,689,450.00	1999	539,012.50
1990	1,563,190.00	2000	432,510.00
1991	1,440,357.50	2001	344,342.50
1992	1,320,207.50	2002	273,985.00
1993	1,200,767.50	2003	203,482.50
1994	1,082,077.50	2004	142,987.50
1995	968,165.00	2005	93,150.00
1996	859,585.00	2006	43,530.00
1997	752,435.00		<u>\$15,422,875.00</u>

	F/Y 1987	F/Y 1986	F/Y 1985	F/Y 1984	Previous Years
Real Estate					
Committed	14,344,168.17	-0-	-0-	-0-	-0-
Outstanding 7/86	-0-	410,237.07	537.00	2,652.68	(- 5,891.64)
Collections	13,797,859.65	409,149.91	1,813.00	-0-	-0-
Abatements	139,642.02	14,944.83	2,777.00	-0-	85.60
Refunded	63,954.02	33,912.95	411.20	-0-	-0-
Added to T. Title	82,912.20	19,165.05	-0-	-0-	-0-
Trans. to T. Poss.	-0-	202.50	-0-	-0-	-0-
Misc. Adj.	<u>- 706.86</u>	<u>+ 4,729.32</u>	<u>+ 3,641.80</u>	<u>(- 2,652.68)</u>	<u>+ 5,977.24</u>
Balance 6/30/87	387,401.46	5,417.05	-0-	-0-	-0-
Water Liens					
Committed	189,435.03	-0-	-0-	-0-	-0-
Outstanding 7/86	-0-	5,464.71	450.50	(- 3,511.00)	-0-
Collections	160,518.31	4,061.36	-0-	-0-	-0-
Abatements	2,697.33	-0-	38.50	-0-	-0-
Refunded	-0-	-0-	-0-	-0-	-0-
Added to T. Title	4,145.69	- 375.00	-0-	-0-	-0-
Misc. Adj.	<u>+ 1,367.07</u>	<u>1,028.35</u>	<u>412.00</u>	<u>+ 3,596.00</u>	-0-
Balance 6/30/87	23,440.77	-0-	-0-	85.00	-0-
Personal Property					
Committed	762,193.21	-0-	-0-	-0-	-0-
Outstanding 7/86	-0-	14,073.17	6,571.68	8,357.10	26,857.66
Collections	751,038.62	8,180.09	-0-	-0-	-0-
Abatements	5,161.31	5,054.43	-0-	-0-	-0-
Refunded	5,235.10	5,054.43	-0-	-0-	-0-
Misc. Adj.	<u>+ 2.79</u>	<u>-0-</u>	<u>-0-</u>	<u>-0-</u>	<u>-0-</u>
Balance 6/30/87	11,231.17	5,893.08	6,571.68	8,357.10	26,857.66
Motor Vehicle Excise					
Committed	787,165.00	-0-	-0-	-0-	-0-
Add'l Commitments	-0-	345,011.81	21,198.10	-0-	-0-
Outstanding 7/86	-0-	128,348.95	27,832.86	19,745.57	230.48
Collections	715,001.78	426,894.45	21,029.92	348.26	851.94
Abatements	38,392.13	26,583.99	3,508.06	18,651.98	-0-
Refunded	3,522.93	16,437.98	1,374.36	-0-	-0-
Rescinded Abatements	-0-	-0-	-0-	12.22	752.88
Misc. Adj.	<u>-0-</u>	<u>+ 36.29</u>	<u>-0-</u>	<u>- 757.55</u>	<u>- 212.70</u>
Balance 6/30/87	37,294.02	36,356.59	25,867.34	-0-	-0-

Board of Assessors

Norman O. Boudreau, *Chairman*
Barbara A. Flanagan
Charles J. Stella

Value of Real Estate
January 1, 1987 \$926,827,600.00
Value of Personal Property
January 1, 1987 \$ 36,559,900.00
Total Value January 1, 1987 \$963,387,500.00
Total Value January 1, 1986 \$888,636,114.00

TOTAL LEVY FOR FISCAL YEAR 1988

Town \$ 32,159,664.01
State & County \$ 249,049.00
Overlay of Current Year \$ 583,237.69
Gross Amount to be Raised \$ 34,532,809.32
Total Estimated Receipts
and Available Funds \$ 17,991,512.03
Net Amount to be Raised on Property
Personal Property
1987 \$ 801,393.03
Real Estate
1987 \$ 15,740,007.55
Total Taxes Levied on Property
1987 \$ 16,541,400.58
Water & Sewer Liens Added to Taxes
1987 \$ 334,991.81

MOTOR VEHICLE RATE \$25.00

MOTOR VEHICLE AND TRAILER EXCISE

Amount of Warrants to Collector \$ 1,473,830.42
FY '88 TAX RATE: \$15.40 Residential
\$21.92 Commercial

Auditor's Report

In accordance with the provisions of the General Laws, I herewith submit my annual report covering the financial transactions of the town for fiscal year ending June 30, 1987.

My sincere thanks to those who have assisted me.

Following is a detailed accounting of all receipts, expenditures and other pertinent data for your inspection.

Additional information will be furnished upon request.

Receipts — 1986-1987

From the collector:

1987
Real 13,797,859.65
Personal 751,038.62
1986
Real 409,149.91
Personal 8,180.09
1985
Real 1,813.00
Total 14,968,041.27

Excise

1987 715,001.78
1986 421,236.48
1985 21,176.30
1984 348.26
1983 102.23
1982 79.07
1981 43.90
Prior 678.93
1,158,666.95

Trailer Parks 9,204.00
Municipal Liens 29,430.00
Int. Deferred Taxes 85,292.53
Collector Fees 26,278.24
Abatements not refunded 1,490.01

151,694.78

Water

Rates 1,690,003.51
1987 160,518.31
1986 4,061.36
Water Service 1,722.06
1,856,305.24

Licenses & Permits:

Building 114,085.00
Plum. 6,236.50
Wire 27,228.30
Gas/Plumbing 9,516.50
Misc. Building 27,451.36
Sewer Service Entry 4,560.00
Selectmen 3,540.00
Liquor Licenses 42,300.00
Bd. of Health 11,739.60
Fire 12,749.00
Wire 8,728.50
268,134.76

Reimbursements:

From the County
Dog Care Refund 1,918.34
1,918.34

From the Commonwealth:

Reimb. State Owned
Land-Loss/Taxes 179,323.00
Veterans-Abate 3,150.00
Widow Abatement 3,850.00
Elderly-Abate 42,653.15
Census 8,441.86
Blind-Abate 1,312.50
Police Incentive 67,706.00
306,436.51
3,400.00

Project Charlie

From the Commonwealth:

Veterans Benefit 23,481.96
School Lunch 130,629.85
Tuition 78,024.00
Chap. #286 1982
WellCont.8-12 66,499.00
Chap. #90 Rd.
Reconstruction 480,203.15
D.P.W. 417.52
Board of Education 101,889.00
Chap. #70 School Aid 4,860,411.00
Reimb. for Floride 46,220.00
Chap. #811 Acts of 1985 107,360.02

Chap. #645 School Building Assist.	462,244.48		Renewal Loan #1 Premium	300,000.00 113.00	
Add. Aid to Public Library	31,082.62				13,764,872.41
Add'l. Assist.	1,661,277.00		Treasurer-Collector		
Lottery/Beano	755,244.00		Int. Treas. Savings/Cash	597,449.14	
Highway Fund	115,975.00		Mat. Repo-Treasurer	1,400,000.00	
Local Option Tax	31,429.00		Mat. Repo. Int.	6,892.65	
Pupil Transportation	322,875.00		Int. Water Main	3,327.84	
Arts Lottery	9,593.00		Int. #637 Road Reconst.	7,650.88	
Minimum Teachers Salaries	28,866.00		Chapter #811 Interest	5,223.10	
Highway Reconstr. Maint.	103,984.00		Sewer Premium Interest	153,527.74	
Water Treatment Plant	865,606.67		Mat. C.D. Water Treatment	17,000,000.00	
Comm. of Mass. Spec. Rec.	684.00		Water Treatment Interest	91,426.58	
		10,283,996.27	Well Cont. State Reim.-Temp Loan	55,729.00	
Selectmen-Digital Gift		375,000.00	Treasurer Cash Overage	5,583.71	
Grants & Gifts					19,326,810.64
Suicide Prevention/Spec. Acct.	5,198.98		Selectmen		
State Primary Election	1,512.84		Hearings	300.00	
Art. #2DEQE-And. & No. St. WaterMain	26,437.09		Misc.	1,520.00	
Elderly Grant	6,104.00				1,820.00
Env. Management Land Reg.-2	1,743.56		Assessors		
Misc.	837.00		Sale of Maps	3,326.00	
		41,833.47			3,326.00
Er. Child Alloc.			Bd. of Appeals		
#262-191-6-0295-2	15,562.00		Hearing	21,700.00	
Prof. Dev. Chap. #188	145,844.61		Petty Cash	201.01	
Pre Sch Lang #240-263-7-0295-2	89,132.28		Application Fees	3,100.00	
94-142 Title IVBSyt. Wd. Team	27,745.64				30,200.00
94-142 Pre Sch Lang #240-277-6-0295	25,380.00		Town Clerk		
St. Wd Team #240-264-7-0295-2	47,577.00		Fees	17,521.04	
Title I 200-256-89-313	19,500.00		Parking	9,235.30	
Chapter I Low Income	44,606.29				26,756.34
Chapter II E.C.I.A.	47,995.00		Planning Board		
Pub. Program Dev. Title VI-B	3,563.00		Engineering Fees	33,540.59	
Council School Improvement	39,450.00		Hearings	20.00	
P.L. 89-313 Spec Nds #200-273-6	4,505.43		Form A Fees	3,316.00	
P.L. 98-524 Voc Ed Guid	14,308.00		Misc.	974.75	
		525,169.25			37,851.34
Departmental			Sealer		
Tax Title Redemption	36,291.98		Fees	1,175.40	
Redemption Cert.	90.00				1,175.40
Redemption Interest	3,804.38		Building Department	1,140.00	
Legal Cost/Land Court Cost	6,003.82				1,140.00
Tax Anti Noted	13,000,000.00		Dog Control		
Premium	580.00		Fines	417.00	
Tax Poss Loss of Land TTValue	5,000.00				417.00
Trust Funds	833.08		Police Department		
Tailings	2,156.15		Police Reimb.-Silver	925.00	
Temporary Loan	410,000.00		Repairs to Police Van	498.65	
			Misc. Reports	3,525.00	
			Court Fines	108,639.81	
			Pistol Permits	3,011.00	
			Special Detail	406,233.58	
			Special Detail Cost	5,841.01	
			Ret.-Early Ret. Incentive-Refund	4,360.86	
			Police Rental	5,055.40	
					538,090.31
			Police Richard Gauthier		
					500.00
			Fire Department		
			Ambulance	28,447.64	

Fire Special Detail	5,532.00	
Art. #1STM Water Treatment Plant		33,979.64
Guarantee Deposit Account		
Material	31,321.51	
Application	28,325.40	
		59,646.91
UD Int. Comm. Dev.		216.13
Disc. Maps & Prints		1,825.44
Water Connection/Application		254,450.00
"Y" Connection		7,200.00
Security Deposit B.I.A. Club		500.00
Connection/Construction/Eng.		10,123.71
School Department		
Disc.	5,361.57	
Lunch	339,485.85	
Fields & Athletic	15,306.49	
Text Book	2,227.26	
Salaries Account	1,384.79	
Center School Rental	2,419.16	
Booster School Rental	326.88	
Fla Fleming Rental	6,836.36	
Adult Ed. Revolving	1,620.00	
Rental of No. St. School	2,000.00	
Faceli Rental	6,690.00	
Thom Rental	4,780.00	
Mass. Migrant-Rental	9,321.83	
Terimack Ed. Center Rental	25,508.50	
		423,268.69
Conservation		
Hearings	1,575.00	
		1,575.00
Income		
Pay Phone	492.37	
Int. Program Sr.		
Center Rental	1,425.00	
Franchise Cable T.V.	2,717.00	
T. Advertising	199.41	
E. Concrete Rental	10,486.30	
& M Snack Bar Rental	555.00	
		15,875.08
Library		
Disc.	217.40	
		217.40
Miscellaneous		
Veterans Benefit	7,765.57	
Laundry Department	14,142.17	
Insurance Dividend	138.98	
chg. for Insufficient Funds	217.04	
arts Lottery	5,812.64	
and Court	242.00	
50th Anniversary	2.87	
Insurance Recovery	4,748.69	
ewksbury Housing	8,755.33	
ish American Club Reimb.	649.40	
mployees Ins./Town	1,059.24	
ary Duty	489.42	
		44,023.35

Deductions		
Retirement	822,140.23	
Federal	2,688,994.78	
State	763,218.96	
Employees Insurance	386,016.18	
Savings Bond	17,857.01	
Credit Union	1,728,856.91	
United Fund	1,410.00	
Tax Sheltered Ann	261,536.10	
Blue Cross Trust Fund	18,503.92	
Medicare Tax Deductions	5,671.04	
		6,694,205.13
Dog Licenses	8,765.22	
Sporting Licenses	10,064.50	
		18,829.72
Total Receipts		71,331,682.49
Accounts Payable		492,891.36
Cash Balance July 1, 1986		6,765,961.43
Total		78,590,535.28

Expenditures — 1986-1987

Selectmen		
Salaries		122,250.97
Supplies & Service	5,680.82	
Personnel Expense	213.40	
Meetings/Dues	2,402.00	
Reports/Warrants	9,462.22	
		17,758.44
Cable T.V.		32,278.12
Negotiator/Consultant		11,287.00
Town Counsel		31,341.85
Special Legal Account		1,457.05
Street Lights		102,000.00
Unemployment Compensation		7,842.19
Art. #2 Rem. & Constr. Town Bldgs. 4/10/84		176,358.77
Town Manager Screening Committee		1,001.37
Shawsheen St. Clean Up		5,446.00
Auditor		
Salaries		62,102.03
Office	1,491.42	
Utilities	60.00	
		1,551.42
Treasurer-Collector		
Salaries		171,576.70
Terminal Leave		4,535.30
Office	36,204.14	
Utilities	510.50	
Maintenance	772.00	
Supplies & Service	21,861.33	
Personnel Expense	180.14	
Tax Title Foreclosures	6,163.63	
		65,691.74
Assessors		
Salaries		92,759.00
Office	2,169.98	
Utilities	450.00	
Maintenance	41.00	
Supplies & Service	17,731.98	
Personnel	2,406.00	
Consultant Services	500.00	
		23,298.96

Town Clerk			Part Time	9,308.79	
Salaries		65,821.27	Janitor	2,626.63	
Office	2,548.08		Incentive	132,349.04	
Utilities	572.51		Non-Sick	33,259.04	
Maintenance	93.00		Steno	17,062.56	
Printing	7,747.18		Holiday	24,476.00	
		10,960.77	Fingerprint/Photo	2,400.00	
Outlay-Typewriter		538.00	Retirement	328.26	
					1,468,050.54
Election Officials			Terminal Leave		1,625.53
Salaries		12,933.50	Special Detail		406,233.58
Registrars			Office	7,856.91	
Salaries		2,650.00	Utilities	18,696.75	
Office	2,896.89		Maintenance	9,751.92	
		2,896.89	Supplies/Service	3,587.13	
State Reimbursement-1985 Census		4,838.75	Personnel	18,469.11	
Parking Clerk Phase II Art. #23 85/86		2,324.98			58,361.82
Parking Clerk - Operating		161.69	Police Dept.-Suicide Prevention Law		5,098.17
Moderator			Outlay		
Salaries		500.00	Cruisers	34,319.00	
Supplies & Services	69.60		Radio Equipment	3,269.00	
		69.60	Copy Machine	2,804.00	
Board of Appeals			Chairs	512.00	
Salaries		7,541.41			40,904.00
Office	5,031.13		Retirement		
Petty Cash	200.00		M. Manley		12,849.53
		5,231.13	Repairs to Police Van		424.30
Planning Board			Fire Department		
Salaries		50,036.12	Salaries		
Office	639.29		Regular	980,375.98	
Utilities	1,171.80		Steno	19,891.09	
Supplies/Service	950.56		Longevity	86,429.96	
Adversiting/Printing	1,775.30		Overtime	290,248.40	
Travel	994.00		Vacation	98,325.39	
		5,530.95	Incentive	55,701.70	
Planning Board - Engineering		22,713.90	Sick-Occupation	32,037.14	
Planning Board Comprehensive Housing		246.80	Sick-Non-Occupation	38,954.53	
Art. #27 No. Middlesex Area Commission		6,727.45	Holiday	67,073.83	
Planning Bd.-Hillside Rd.-River Park		1,650.00	Terminal Leave	67,057.94	
Finance Committee					1,736,095.96
Salaries		238.71	Fire Special Detail		5,532.00
Supplies/Services	184.98		Office	1,230.63	
		184.98	Utilities	26,538.05	
Personnel Board			Maintenance	15,095.58	
Salaries		2,689.17	Supplies/Service	11,186.46	
Office	33.00		Personnel	15,808.01	
Postage	22.00				69,858.73
Printing - By - Law	355.00		Article #14-Exercise Room		823.23
		410.00			
Town Hall			Dog Officer		
Salaries		37,528.82	Salaries		21,656.39
Utilities	15,714.19		Office	3,139.40	
Maintenance	147.22		Utilities	859.11	
Supplies & Service	7,032.03		Supplies & Service	2,692.24	
Voting Booths	320.00		Uniforms	201.00	
		23,213.44			6,891.75
Police Department			Dog Control-Outlay Art #71-21-87 Animal Van		12,221.00
Salaries			Civil Defense		
Regular	901,736.19		Salaries		678.00
Nighttime	29,562.74		Maintenance	1,398.99	
Longevity	72,030.10		Supplies/Service	657.19	
Overtime	154,248.52				2,056.18
Vacation	88,662.67				

Auxiliary Police Office	1,847.82		Overtime	116,198.17	
		1,847.82	Advertising	238.00	
Weights & Measures			Extra Help	1,847.50	
Salaries		1,354.00	Hired Equipment	96,602.05	
Supplies/Service	499.84		Sand/Salt	111,412.69	
		499.84	Police	1,051.00	
Building Department			Plow Spring	3,035.68	
Salaries		70,035.79	Cutting Edges	160.94	
Office	3,056.89				331,591.03
Utilities	1,402.55		Irish American - Deposit	500.00	
Personnel	1,869.40		Forestry/Pvt. Contractor	3,800.00	
		6,328.84	School Traffic/Outside Electrical	9,802.69	
Outlay-Telephone		650.00	Sewer/Well Project	10,704.05	
Delaney-Wiring Fees		15,945.89	Well Testing	1,380.00	
			Outside Water Billing	20,069.15	
Board of Health			Pvt. Contr. Conn./Constr./Eng.	4,870.37	
Salaries		55,174.72			
Sargent-Fees		10,576.94	Guarantee Deposit Account		
Office	2,287.20		Supplies/Materials	30,560.45	
Utilities	1,560.62		Refunds	1,388.75	
Supplies/Service	10,587.78				31,949.20
Personnel	1,177.88				
		15,613.48	Highwood Assoc./Met Life 12" Main	431.99	
d. of Health-Rubbish Collection		886,801.63	Cold Water Meter Program Art.#12 11-14-84	2,076.14	
Rash Disposal-NESWEC		155,492.37	Large Water Meter Repair	2,084.49	
Mental Health Association		8,500.00	Water Purchase		
DPW-Emergency Flooding			Andover	165,565.87	
Salaries		34,636.23	Lowell	399,005.89	
Supplies & Services	10,565.54		Billerica	68,848.70	
		10,565.54	Essex Agreement	1,117.44	
			Lowell Clark Road	1,790.08	
					636,327.98
Department of Public Works			Water Treatment Plant Art. #1 STM1-21-85		
Salaries			Rental Fees	480.00	
Administration	102,638.67		Preparation Fees	200.00	
Highway-Tree	302,199.73		#3 Contract	466,721.26	
Vehicle Maintenance	96,716.32		Engineering Fees	416,523.81	
Tree-Parks	80,834.75		Contract Payment	2,786,479.20	
Engineer	46,724.15		Bank Charges	26,997.74	
Water	259,347.19				3,697,402.01
		888,460.81	Des. & Constr. Water Supply Facility	25,291.94	
Office	14,327.16		Temporary Loan-Well Cont.	55,729.00	
Utilities	113,261.70		State Reimbursement-Well Cont.	55,729.00	
Maintenance	23,103.68		Chapter #286 Acts 1982		
Medical	299.00		Cont./Inv. Wells 8-12	11,608.79	
Youth Center	10,142.92		Chapter #732 Acts 1981 Rd. Reconstr.		
Machinery	72,115.31		Art. #59 ATM '83	76,462.21	
Supplies & Service	116,571.26		Rd. Reconstruction Temp Loan		
Gas/Diesel Fuel	52,703.20		#2 Art. #11 12-12-83	155,824.12	
Water/Sewer Tools	7,462.17		Occup. Medical Bills-K. Ryan Art. #22		
Drainage Control	22,230.21		ATM '85 (6-17-83)	49.00	
Safety Items Water Tank	6,011.34		Overhead Traffic Signals		
Road Reconstruction	23,000.00		Art. #18 ATM-1985	3,637.24	
		461,227.95	Irish American Club-Gift	2,000.00	
Art.#3 STM-1-21-86 Mach.-Oper./Hurr.Gloria	11,223.22		Damages to Cruiser #21 Account	3,008.64	
Art.#3 STM-1-21-86 DPW-Oper./Hurr.Gloria	3,548.23		Old Stage Coach Road Art. #8	429.60	
Art.#3 STM-1-21-86 DPW-/Hurr. Gloria Salaries	9,273.75		Sewer Coordinator		
Flouridation Agreement 3/29/85	44,409.00		Salaries	18,537.50	
Lease Rental/F.E.Loader			Playing Field - Livingston Park	9,866.03	
Art.#13 1-26-86 ATM 1986	16,134.96		North St. Soccer Field	19,456.59	
Now/Ice Control			Lowell Sewer	44,733.26	
Weather Services	1045.00				

Veterans Services			Center Sch. Rental-Miceli	5,733.89
Salaries		41,862.97	1986-87 D. Thom Clinic Rental	6,915.63
Administration			Foster School Rental	11,853.30
Office	760.91		Ella Fleming - Rental	4,262.15
Utilities	764.32		1986-87 Greater Lawrence	
Dues	97.00		Y.M.C.A.-Rental	82.50
Travel	518.45		Athletic Revolving 1986-1987	32,609.75
Seminars	126.00		Text Book Account	6,760.33
		2,266.68	Adult Ed.	1,171.00
Aid			Syt Wd Team #240-264-7-0295-2	48,725.52
Relief List	32,627.50		Syt Wd Team #240-276-6-0295-2	10,236.55
Insurance	5,094.11		Pre Sch Lang #240-277-6-0295-2	8,540.81
Doctors/Hospital	6,389.33		Commonwealth-In-Service	
Pharmacy	9,725.50		#380-052-6-0295-2	358.15
Dentist	412.62		Pre Sch Lang #240-263-7-0295-2	75,704.36
Food	175.00		Erly Childhood All. Program	
		54,424.06	#262-191-6-0295	12,000.00
School - 1985/86			Erly Childhood All. Program	
Salaries		174,455.43	#262-091-7-0295	4,760.59
			P.L. 89-524 Voc.Ed. Act #400-081-7-0295-2	14,308.00
School - 1986/87			Sec. Sch. Bldg. Comm.	2,967.52
Instruction & Admin.	8,086,110.32		Spec Nds Teach. Imp. #200-256-7-0295-2	18,089.96
Clerical	317,219.14		Spec Nds Teach. Imp. #200-273	700.00
Custodial/Maintenance	742,231.94		Comm. of Mass.-Horace Mann Grant	32,280.00
Attendance	4,466.00		Chapter #188 Prof. Dev. Grant	145,546.25
Other Salary Items	58,729.68		Comm. of Mass.-Minimum Teachers Sal.	28,866.00
Health Services	98,913.24		1986-87 Chapter I Program	88,237.40
		9,307,670.32	Chapter #10 S.I.C.	
Art. #23 ATM-School Comm. Sal 1986/87		3,900.00	Dewing	5,953.31
			Heathbrook	5,494.98
School Operating 1986/87 (12 Months)			No. St. School	3,737.73
Administration	53,012.15		Trahan School	3,520.39
Instruction	389,397.91		I.G.E.	1,329.81
Transportation-Regular	587,771.50			20,036.22
Transportation-Special			Chapter #10 S.I.C.-1986/87	34,135.01
Intown	72,567.19		ECIA Act of 1981 Chap. #2 Ed. Cons.	
Transportation-Out of			Imp. FY '87	13,249.50
District-Special	91,000.50		Library	
Transportation-Student			Salaries	124,027.43
Body Activities	25,998.86		Office	1,829.48
Student Body Activities	25,055.81		Utilities	13,050.21
Health	13,298.74		Maintenance	1,263.35
Heating	235,369.53		Supplies & Service	28,341.76
Utilities	239,829.41		Personnel	109.20
Custodial Supplies	44,751.39			44,594.00
Maintenance Supplies	35,967.75		Library - Fairgrieve Fund	740.44
Contracted Services	232,580.55		Library - Automation	5,599.93
Repl. of Instr. & Non-			Recreation	
Inst. Equip.	62,234.58		Salaries	5,603.86
Programs with other			Boys Basketball	1,286.00
Districts	551,307.40		Girls Basketball	932.00
Grounds	14,388.84		Bowling	1,127.00
Community Services	1,697.00		Cheerleading	747.00
		2,676,229.11	Custodian	660.00
Regional Voc. High School		1,204,747.00	Equipment Cleaning	1,609.05
School Lunch Account			Figure Skating	1,611.25
Utilities	640.61		Office	562.02
Salaries	265,281.65		Soccer	2,051.50
Postage/Office	333.85		Girls Softball	2,670.85
Food/Milk	206,963.27		Tennis	250.00
Supplies/Service	17,928.48		Transportation	2,539.00
Exterm	647.00		Youth Baseball	11,646.85
Meetings/Travel	2,315.63		Youth Football	5,552.65
Maint./Equip. Rental	1,744.88		Youth Hockey	12,957.00
		495,855.37	Track	60.00
Center School Rental		26,124.07		
70				46,262.17

Exceptional Children			Federal	2,699,949.00	
Salaries		8,633.00	Credit Union	1,735,289.63	
Insurance	170.00		Employees Insurance	126,201.59	
Supplies	658.96		Town Insurance	380,832.85	
Pool Rental	480.00		Savings Bond	17,937.50	
Transportation	6,000.00		Tax Sheltered Ann	289,306.11	
Winter Program	162.00		Trust Fund-B/C B/S	561,496.76	
		7,470.96	Dog Licenses	8,969.75	
Conservation			United Fund	2,182.50	
Salaries		6,446.86	Medicare-Town	5,022.75	
Office	993.06		Medicare-Empl.	5,552.55	
		993.06			7,427,852.45
Patriotic Activities		7,995.87	Sporting Licenses		
Arts Lottery			Elizabeth A. Carey	279.70	
Administration		110.94	State	8,943.45	
Crafts-Arts Lottery		13,598.33			9,223.15
Council on Aging			Sale of Land Low Value/Tax Poss.		5,000.00
Salaries		16,245.34	Assessments		
Office	211.77		County	220,761.82	
Utilities	5,811.83		Retirement	751,345.00	
Maintenance	290.90				972,106.82
Supplies & Service	977.55		State Assessments		
Transportation	1,680.00		MVX-Bills	3,635.00	
Entertainment	6,847.95		MVX-Parking	640.00	
		15,820.00	Group Ins. Elderly	1,819.00	
COA - Janitorial Services		6,000.00	Pollution	4,412.00	
Site COA Formula Grant 1985-86		3,875.83	Transp. Lowell RTA	3,388.00	
Site COA Formula Grant 1986-87		6,104.00	Mosquito Control	26,358.00	
Merrimack Valley Home Care		1,600.00			40,252.00
Community Action			Personal Refunds		
Salaries		27,078.72	1987	5,235.28	
Office	400.00		1986	5,054.43	
Utilities	460.90				10,289.71
Supplies & Service	472.18		Estimated Receipts		
		1,333.08	Ambulance - Refund	133.80	
Open Space & Recreation Plan			Real Estate	101.28	
Art. #19 STM		1,743.56	Tax Title Interest	26.53	
Art. #9 Bus Subsidy		28,000.00	Interest & Demands	109.94	
Cemeteries		1,400.00	Excise	77.08	
Art. #4 STM 1-21-87-Unpaid Bills		210,737.43	Restitution	92.00	
Art. #12 Ret. senior Volunteer Program		1,500.00	Overpayment	40.00	
Art. #18-Outstanding Bills		28,019.65	Reimb. sewer Connection		800.00
Art. #33 Pvt. Sch. Transportation		1,125.00			1,380.63
Court Judgements			Excise		
Thomas Coffey	273.54		1987	3,522.93	
Augustine Sczmyt	138.89		1986	16,439.98	
Joseph Thibodeau III	72.12		1985	1,374.36	
		484.55	1983	32.32	
1x Anticipation Notes		15,000,000.00	1982	57.71	
Highway Reimb. Loan-Road Construction		550,000.00			21,427.30
Highway Reimb.-Comm. of Mass.			Real Estate		
Reimbursement		550,000.00	1987	63,954.02	
Fire & Liability Insurance		263,697.40	1986	33,912.95	
Tax Title Foreclosure		17,113.04	1985	411.20	
Maturing Debt		1,804,093.00	1984	85.60	
Interest on Maturing Debt		1,967,271.26			98,363.77
Interest on Temporary Loans		375,644.69	Water		
Treasurer Cash Invested			1985	38.50	
Treasurer	1,200,000.00		Water Rates Account	933.97	
Water Treatment	11,500,000.00				972.47
		12,700,000.00	Total		70,044,686.08
Deductions			Cash Balance June 30, 1987		8,541,061.95
Retirement	828,355.66		Journal Entry		4,787.25
State	766,755.80				78,590,535.28

REVENUE SHARING — RECEIPTS 1986/1987

Mat. C.D. Revenue Sharing	2,838,043.49
Interest	12,434.64
Federal Revenue Sharing	172,425.00
Interest	20,947.14
Total	3,043,850.27
Cash Balance July 1, 1986	626,897.61
	3,670,747.88

REVENUE SHARING — EXPENDITURES 1986/1987

Police	
Salaries	
Regular	98,951.08
Nighttime	3,349.46
Longevity	7,825.97
Overtime	12,173.25
Part Time	1,088.10
Janitor	285.60
Incentive	14,579.31
Non-Sick	5,549.44
Steno	1,329.16
Vacation	4,862.53
	149,993.90
Fire Department	
Regular	97,780.73
Steno	1,781.60
Longevity	7,975.28
Overtime	27,458.20
Vacation	3,982.88
Incentive	4,858.27
Sick Occupation	3,375.15
Sick Non Occupation	2,778.70
	149,990.81
Department of Public Works	
Salaries	
Administrative	16,236.64
Highway/Tree	47,006.03
Vehicle Maintenance	15,692.55
Trees/Park	12,213.07
Engineer	8,712.53
Water	50,030.77
	149,891.59
Revenue Sharing Invested	2,838,043.49
Total	3,287,919.79
Accounts Payable	117,433.55
Cash Balance June 30, 1987	263,284.95
Journal	2,109.59
	3,670,747.88

SEWER PROGRAM — RECEIPTS 1986-1987

Mat. C.D. Phase III	11,300,000.00
Phase II	401,422.00
Federal & State Loan Renewal	4,000,000.00
EQE Sewer Phase III	1,337,922.00
Anti. State Grant Renewal Loan And. St.	122,000.00
Apple Hill Sewer Interception	300,000.00
Temporarian Loan	119,000.00

Total	17,580,344.00
Cash Balance July 1, 1986	1,485,857.20
	19,066,201.20

SEWER PROGRAM — EXPENDITURES — 1986/1987

Easements	13,680.00
Utilities	925.49
Legal	1,066.85
Engineering	10,279.86
Loan	4,000,000.00
Repairs	49.00
Advertising	88.00
	4,026,089.20
Sewer Constr. & Design Phase II Art. #24-1983	
Contract #13	407,414.85
Contract #12	391,448.34
Engineering Services	139,517.43
	938,380.62
Sewerage Constr. & Design Phase III Art. #13 STM	
Engineering Services	245,394.54
Legal Fees	2,966.60
Easement	7,025.00
Contract #14	1,409,515.30
Contract #15	1,644,803.45
Supplies & Materials	3,970.10
Bonding Cost	12,958.59
	3,326,633.58
Sewer Phase III-Invested	9,050,000.00
Andover St. Sewer Loan-Temp. Loan	
in Anti. of State Reimbursement	122,000.00
Total	17,463,103.40
Accounts Payable	71.90
Cash Balance June 30, 1987	1,603,025.90
	19,066,201.20

BALANCE SHEET — JUNE 30, 1987 REVENUE

Cash:	8,541,061.95
Petty Cash Advances	
Collector	75.00
Appeals Board	200.00
Schools	50.00
	325.00
Retirement Deductions	6,209.22
Accounts Receivable:	
Taxes:	
Levy of 1980-81	
Personal	2,306.72
Levy of 1981-82	
Personal	3,029.15
Levy of 1982-83	
Personal	7,781.20
Levy of 1983-84	
Personal	8,356.75
Real	2,651.82
Levy of 1984-85	
Personal	6,571.68

ay of 1985-86		
Personal	5,893.08	
Real	2,298.73	
ay of 1986-87		
Personal	11,231.17	
Real	470,360.31	
		520,480.61
Motor Vehicle Excise		
1984	793.14	
1985	25,879.91	
1986	42,016.56	
1987	37,294.02	
		105,983.63
Tax Titles/Possessions:		
Titles	636,633.90	
Possessions	75,986.93	
		712,620.83
Accounts Receivable:		
Veterans Benefits	47,796.42	
Ambulance Service	74,448.99	
Sabbatical Leave	5,000.00	
Cruiser Repairs	249.04	
		127,494.45
Water/Sewer Liens:		
1983-1984	85.00	
1985-1986	433.39	
1986-87	27,586.46	
Water/Sewer Rates	1,184,599.87	
Water Misc. Service	4,518.17	
		1,217,222.89
Underestimated Assessments:		
Motor Vehicle Parking Surcharge	640.00	
Regional Transit	35.00	
		675.00
Underestimated Appropriation:		
Snow/Ice Control	230,583.03	
Outstanding Emergency Payments	45,201.77	
Interest-Temp. Loans	161,644.69	
Town Share - Medicare	499.65	
		437,929.14
Court Judgement		72.12
School Chap. I Grant		1,652.40
Revenue 1987-88		5,000.00
		11,676,727.24

BALANCE SHEET - JUNE 30, 1987
LIABILITIES & RESERVES

Cash:		
Accounts Payable		1,244,894.75
Cash:		
Allocated Overage		5,583.71
Payroll Deductions:		
Employees Insurance	11,300.61	
Medicare Tax - Employees	118.49	
Savings Bonds	567.03	
United Fund	731.25	
Tax Shelter Annuities	22,633.05	
Blue Cross Trust Acct.	56,197.66	
		91,548.09

Excess - Low Value Land Sale		33,545.91
Sale of Town-Owned Land		26,105.00
Dog Licenses		1,220.17
Sporting Licenses		4.10
Overlay Reserved for Abatement:		
1980-81	24,093.13	
1981-82	133,460.04	
1982-83	37,422.53	
1983-84	255,778.97	
1984-85	204,508.04	
1985-86	68,655.74	
1986-87	376,110.07	
		1,100,028.52
Overlay Surplus		48,096.72
Over Assessments:		
County Tax	12,711.18	
Special Education	6,374.00	
		19,085.18
Revenue Reserved Until Collected:		
Motor Vehicle Excise	105,983.63	
Tax Titles/Possessions	712,620.83	
Veterans Benefits	47,796.42	
Ambulance Service	74,448.99	
Sabbatical Leave	5,000.00	
Cruiser Repairs	249.04	
Water/Sewer	1,217,222.89	
		2,163,321.80
Excess & Deficiency		1,963,681.82
Petty Cash Reserve		325.00
Balances Carried Forward:		
Selectmen - Oper.	15,000.00	
Renovating Town-Owned Bldgs.	4,318.38	
Town Manager - Salary	30,000.00	
Town Manager - Oper.	998.63	
Clerk - State Census		
Reimbursmt.	11,512.77	
State Primary Reimbursement	1,512.84	
Planning Board - Engineering	12,334.50	
Police - Suicide Prevention	100.81	
Fire - Exercise Room	1,176.77	
DPW - Grant 637	189,984.39	
DPW - Grant 811	218,860.12	
State Reimb. - Temp. Loan #1	11,257.36	
Temp. Loan #2 - Road Resurf.	4,175.88	
Road Const./Repair -		
S/T/M 11/84	45,807.28	
State Reimb. - Water		
Flouridation	1,811.00	
HUD Grant - Community Dev.	3,669.76	
Water Guarantee Deposits	6,196.84	
Water G/D - Incomplete	2,768.00	
Outside Water/Sewer Billing	8,930.85	
Andover/No. St. Mains -		
State Reimb.	188,125.09	
Digital Gift - Water Line	15,000.00	
Highwood/Met. Life Insp. Serv.	3,427.70	
Water Meters - Phase 2	9,152.72	
Water Supply Fac. Special Acct.	37,492.96	
Water Supply Fac. Spec. Acct.	3,355,200.99	
Ahern Deposit - Water Inst.	500.00	
Sewer Private Contr. Eng.	14,828.08	

Sewer "Y" Connections	17,600.00
Hurricane Gloria Control	4,260.86
School - Salaries	193,473.79
School Lunch	118,458.03
P.L. 94-142 System-wide Program	12,594.12
P.L. 94-482 - Occup. Educ.	573.23
P.L. 94-142 - Pre-School	13,427.92
P.L. 94-142 - Early Childhood Program	2,364.41
P.L. 89-313 - Special Needs	1,410.04
Chap. 188 - Professional Dev.	298.36
Chap. 188 - Educational Improv.	1,217.00
Legal Fees - Pacquin - FY88	5,000.00
Project "Charlie" Drug Program	3,400.00
Athletics/Band	11,614.29
Textbook Account	760.99
Adult Educ. - Chap. 71	2,485.08
Sec. Sch. Bldg. Comm. - H.S. Add.	2,159.63
Imp. H.S. Field - Art. 55 A/T/M 85	12,213.30
Center School Rental	196.41
Center School Rental - Micelli	426.02
Elia Fleming Sch. Rental	9,845.17
Foster Sch. Rental	6,096.82
No. St. Sch. Rental	1,917.50
State Council Funds - 1986:	
Dewing School	56.69
Heathbrook	55.02
North St.	352.27
Trahan	209.61
State Council Funds - 1987	5,314.99
Aid to Public Libraries	23,940.62
County Dog Refund	1,408.34
Arts Lottery Grant	11,539.44
Arts Lottery Admin.	1,165.25
Tailings	10,432.55
Private School Busing	308,875.00

4,979,286.47
\$11,676,727.24

**BALANCE SHEET
SEWER PROJECT — JUNE 30, 1987
LIABILITIES & RESERVE**

Sewer Project	187,626.53
Sewer Const. & Design Phase 2	78,070.68
Sewer Const. & Design Phase 3	712,328.73
Sewer Const. Art. 5 S/T/M 5-6-87	325,000.00
Apple Hill technology Park	300,000.00
	<u>1,603,025.94</u>
	1,603,025.94

**BALANCE SHEET
REVENUE SHARING — JUNE 30, 1987
REVENUE**

Cash:	263,284.95
	<u>263,284.95</u>

**BALANCE SHEET
REVENUE SHARING — JUNE 30, 1987
LIABILITIES & RESERVE**

Grant Account:	263,284.95
	<u>263,284.95</u>

**BALANCE SHEET
SEWER PROJECT — JUNE 30, 1987
REVENUE**

Cash:	1,603,025.94
	<u>1,603,025.94</u>

Employee Earnings

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary	Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Warren Carey			24,340.67	Lorraine Lemire			6,949.09
Mary Casazza			1,552.25	James Manley			1,238.50
Donna Gill			14,548.82	Thomas B. Hodgson			20,461.97
Theresa Gillette			14,862.77	Yolanda Luogo			22,940.56
Barbara Hauge			15,489.34	Laura Stella			8,849.05
Moris Harding			20,411.53	George Abodeely			38,257.96
Lizabeth Johnson			11,652.13	John Anderson			22,520.43
Ellen Keefe			2,363.08	Robert E. Anderson			16,775.75
Dorothy Lightfoot			14,080.67	Eleanor Antonelli			17,662.08
Patricia Qua			19,298.55	Florence Antonuk			12,416.63
Marian Snook			924.46	Delores Barlow			12,223.23
David Sullivan			33,323.83	David S. Beattie			2,520.00
Lewis Tremblay			9,387.00	Henry A. Benson			17,611.75
Norman Boudreau			13,922.00	Priscilla Betses			38,257.96
Barbara Flanagan			6,961.00	Elder Bettencourt			10.00
Charles Stella			6,961.00	William J. Bomil			23,240.10
Heila Little			11,359.93	William J. Bomil Jr.			3,833.25
Anne MacGilvray			623.70	Patricia Boucher			13,812.19
Margaret Tompkins			27,956.52	Bernard Boudreau			23,022.92
Synthia Trudeau			25,742.30	Edward Brabant			4,850.00
William R. McMenimen			31,149.79	Pauline A. Brooks			6,042.52
Virginia Coviello			19,268.06	Theresa D. Brown			17,634.51
Robert D. Rauseo			466.71	Josephine C. Campo			22,722.49
John T. Lu			400.00	William Carlson			23,846.53
Joan M. Dunlevy			166.64	John T. Cleary			2,967.00
Linda Roy			2,028.05	Rose M. Cochran			2,849.02
James Manley			1,238.50	Alan Cohen			144.00
William L. Lindsey			100.00	Judith Colman			17,348.01
Lizabeth A. Carey			30,057.74	Paula B. Coppola			3,235.50
Kathleen Collins			17,384.45	Mary Correia			283.42
Helen Warren			22,952.36	Joseph Crotty			38,257.96
Lizabeth A. Carey			1,150.00	William P. Cuskey Jr.			20,984.79
Edward Creamer			500.00	Micheline Deangelis			33,624.76
Robert Hunter			500.00	Antonio D'Angelo			32.50
Red Montague			500.00	William Degregorio			44,790.88
Patricia Hennessy			5,491.00	William J. DiGregorio			1,188.00
Kathleen Ferreira			2,700.00	John B. Dey			7,674.64
Chester Flynn			1,200.00	Dorothy Doherty			12,945.01
Christine Waarama			1,200.00	Frank Dombrowski			20,986.36
Donna Gardiner			840.00	Roberta G. Doyle			59.95
Catherine Guarino			840.00	Anne Duncan			22,722.49
James Latta			840.00	Jeremy Duncan			2,604.00
Terin Fiore			600.00	Robert C. Duncan			1,664.00
George T. Nawn Sr.			29,009.00	Steven Duncan			576.00
John J. McCarthy			23,374.00	Beverly Erlandson			17,634.51
Loretta Miggos			22,620.00	Richard F. Fallon Sr.			17,943.11
Patricia Hennessy			8,514.00	Edward J. Farley			50,474.97
Andra Stevens			5,490.00	Linda R. Ferrelli			611.76
Catherine Mazzuchi			3,325.00	Judith Fitzgerald			290.60
Jeremiah Delaney			20,646.00	June Fowler			11,121.27
David Sargent			22,496	Colleen Gallo			3,222.75
William D. Hallisey			6,250.78	Dorothy Gendall			20,097.59
John J. Kelley, Jr.			5,942.76	Joseph Paul George			29,221.96
Charles T. Coppola			5,942.76	Thomas M. Gilbride			23,259.40
Paul H. Sullivan			5,942.76	Eric D. Gordon			18,399.89
Charles E. Coldwell			6,195.68	David Greene			20,475.07
Sandra A. Barbeau			36,418.87	Ralph Greenleaf			1,144.00
Edwina Hudson			28,502.00	George C. Greenman			5,180.24
Helen M. O'Donnell			24,278.18	Richard E. Griffin			44,027.88
Warren J. Brothers			24,278.18	Wendi Gross			45.00
Valter Collins			21,029.38	Sandra J. Hesketh			5,102.31

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Robert K. Howard			13,701.50
Christine Kearns			1,803.96
Joanne Kearns			17,634.51
Eugene Kelly			22,383.85
William M. Krzesinski			2,328.00
Barbara M. Lambert			130.80
Claire J. Lebel			496.00
Harvey C. Leighton			17,936.95
Thomas W. Lovett			35,590.10
Bruce Alan MacDonald			20,369.58
Mary Maguire			17,634.51
Ruth Maher			13,626.25
Eileen Mahoney			3,054.60
Norman Marble			38,257.96
Louis E. Marion Jr.			23,259.40
Daniel N. Martin			17,787.40
Joseph F. McCann			24,570.93
Lawrence McGowan			15,678.93
Margaret L. Morrison			155.92
Ronald W. Mueller			186.00
Olga Nicholson			190.75
Brooks A. Nyren			16,853.90
William J. Oleson			15,646.58
Roy Osterberg			17,619.03
Donald C. Page			20,594.16
Andre J. Pare			862.00
Annunzio Parisi			26.00
Edward Pelletier			42,345.00
John T. Regolino			25,976.65
Albert J. Ricci			936.00
Valerie E. Rogers			13,739.79
Anthony Romano			38,432.96
Charles Ryan			23,049.21
John Ryan			50,474.97
John F. Ryan			260.00
Annette L. Salmeri			636.61
Anita Sartori			14,692.50
Vincent G. Schettino			937.50
Kurt Schimmelbusch			20,764.65
Ann Sexton			13,739.79
Beverly M. Shattuck			1,532.52
Jeffrey W. Stinnett			2,447.00
Jeffrey Stone			17.50
Thomas F. Sullivan Jr.			23,081.64
Barbara Tanner			25,692.97
Antonio J. Terenzi			41,145.00
Nancy G. Thompson			13,739.79
Peter G. Thuillier			17,053.37
Leonard E. Toombs Jr.			52.00
Elaine M. Tower			14,099.79
Keith Tower			300.00
Joel A. Trull			23,551.05
William Tsimtsos			41,145.00
John Weir			41,145.00
Rosemarie N. Wilcox			834.57
Frank Winslow			10.00
Stephen T. Witham			2,809.50
John W. Wynn			53,499.97
James C. Zousimas			20,464.80
Cynthia Abate-Upson			23,814.52
Carole Acone Callahan			30,290.54
Peter M. Adams			1,469.00
Charles Allen			32,946.56
Patricia Allen			32,049.52
Joan Andella			11,862.00
Ruth Anderson			32,075.19
Jason Andrews			33,051.04
Robert P. Appolloni			28,749.58

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Linda J. Austin			3,897.85
James T. Auten			32,604.78
Cynthia L. Ayer			22,845.70
Norma Jean Aylward			5,989.35
Robert W. Aylward			44,141.28
Barbara Baker			1,240.00
Gary Ballou			2,456.00
Sandra Barnett			28,541.55
Cornelius J. Barry			2,456.00
Donald R. Barry			33,315.78
Lawrence J. Basteri Jr.			29,323.37
Mary A. Beattie			640.00
Linda Beaulieu			5,910.88
Elinor Beloin			6,582.91
Susan Berberian			25,012.19
Frederick P. Bernhardt			5,459.00
Judith K. Berube			28,554.08
Sandra C. Bettencourt			28,822.42
Nancy Billings			28,919.99
Dale D. Black			30,890.40
Elaine E. Blaisdell			16,648.67
Anthony Blandini			28,662.80
Roseanne Boghossian			24,617.10
Rita Boudreau			6,089.40
Warren Bowen			34,717.96
Kenneth Bowers			22,427.81
Albert W. Bradley			32,699.82
Arlene Breault			32,064.19
Sally Brennan			80.00
John C. Bresnahan Jr.			32,070.44
Carol Kenney Brooks			32,035.19
Deborah Brousseau			16,162.92
Judith E. Bruce			23,285.68
Melanie Buccola			32,059.47
Joseph P. Buckley			32,362.57
Maureen A. Buckley			28,578.05
Laura L. Bullen			144.00
Virginia Bunting			28,550.55
Antoinette Byrnes			12,985.73
Virginia Callahan			32,057.69
Louis Carciofi			2,000.00
Gertrude M. Carey			33,177.44
Margaret E. Carney			9,609.08
Antonietta Cascella			27,115.97
Myra Chang Thompson			11,267.04
Mary Chappell			24,969.11
Anne Margaret Charron			1,663.00
Nordice Chute			28,541.55
Joan Ciambella			28,591.05
Donald Ciampa			1,688.00
Carlton Clark Jr.			32,060.77
John C. Clarke			34,314.25
Maureen Cody			18,161.55
Annamae Coffin			831.00
Donna M. Colella			1,750.00
Bryce L. Collins			35,359.62
Cheryl J. Collins			228.00
Marjorie Conlon			2,861.00
Thomas Conlon			34,529.98
Kathleen J. Connell			25,173.06
Kathy Connolly			1,163.42
Karla Conway			32,035.19
Robert E. Cook			2,816.50
Thomas L. Cooke			300.00
Martha Coolidge			120.00
John P. Corbett			21,490.42
Donald A. Cormier			8,949.54
Jacqueline Cote			3,570.50

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Robert K. Cullen			32,762.42
Michael J. Daley			33,250.28
Ally A. Dancause			67.00
Richard Danehy			144.00
Liane Davos			36.50
Meredithe Debow			32,535.78
Robert C. Degarvilla			32,833.69
Joseph Delgrosso			27,065.41
Anne E. Dempsey			24,969.11
Deidi L. Derosa			23,844.02
Patricia Dias			28,586.05
Mary Diciaccio			15,743.00
Janice DiPietro			6,162.01
Ann M. Donnelly			3,606.61
John L. Donoghue			32,025.19
Alfred P. Donovan			2,400.00
Martha R. Doukszewicz			28,553.05
Jeanna Drane			40.00
Mary A. Drevet			120.00
Barbara G. Duarte			28,573.05
Marie C. Dube			20,453.17
Henri A. Dufour			32,794.80
Nennifer Dunlevy			228.00
Acqueline Dupont			28,565.15
Male F. Hanna Durkin			413.82
Isamarie Durkin			250.69
Judith Ann Dziadosz			4,242.12
Lancy W. Dziczek			120.00
George Economou			28,590.11
Cassandra M. Edell			28,541.55
Leonor Edelstein			2,605.05
William R. Emerson			2,300.04
Alma A. Davis			33,983.19
Annina Faraci			21,218.92
Lancy Jean Farrey			30,883.85
Mary Feick			17,485.68
Martha A. Feran			4,254.21
Maiane Fiske			28,549.05
Robert Fiske			28,565.05
Judith I. Fitzgerald			170.50
Chester H. Flynn			30,017.05
Dorothy Foley			32,042.69
Catherine Foti			160.00
Marilyn H. Fowler			4,169.91
Leo Frechette			33,209.28
Joan Friedman			32,046.44
Susan Fugere			560.00
Jan H. Fuller			29,244.16
M. Elizabeth Gaffney			33,177.44
Mary M. Gale			4,149.66
Carole Anne Gallo			23,233.65
Sal J. Gallo			33,177.44
Louis A. Garceau			32,657.03
Bileen F. Gardner			29,060.78
Paul F. Garrity			1,663.00
Frances Gath			28,894.68
Louise A. Gearty			19,160.93
Stephen J. Gerome			35,691.00
Dorothy Gerrard			12,858.12
Constance Goldsworthy			32,072.00
Debra Goodhue			73.00
Donna Graham			27,369.66
Mary Jayne Gray			32,535.78
Bileen Griffin			2,170.00
Maureen C. Gropman			33,758.27
Richard Gropman			32,072.00
Sheila Gurry			28,561.55
Linda Hair			32,219.14

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Yvonne M. Hall			20,633.40
Sandra Halloran			660.00
Gail M. Hamilton			28,541.55
Lisa Hanke			138.00
Bonita Hansberry			25,352.79
Margaret M. Harcourt			28,541.55
Christine Hassan			9,679.99
George Hazel			1,761.00
Gwen Hedrick			28,541.55
Trudy Hennemuth			695.89
Mary Herlihy			28,541.55
Jean Holmes			3,502.46
Carole Holmy			32,035.19
Judith A. Hopkins			7,442.08
Robert Horgan			32,035.19
Craig L. Howard			10,873.83
Dorothy Hudak			32,207.64
Donna C. Hurley			33.50
Maureen Jackman			22,700.05
Isabel L. Jankelson			32,565.28
August P. Jardin			32,203.19
John F. Jarek			32,069.69
Linda I. Jezek			2,160.00
Ann Johnson			16,253.42
Charlotte P. Johnson			22,952.06
Jane Juszkievicz			6,048.46
George Kalarites			33,054.44
Marcia A. Kalarites			32,051.69
Donna Kanaracus			3,237.50
Maureen Kane			28,541.55
Kaspar Kasparian			32,613.08
James P. Kastritis			36,457.84
Philip F. Kearney			11,867.57
Barbara A. Keefe			5,883.99
Mary Louise Keenan			31,347.33
Louise E. Kelley			365.50
Jane A. Kelley			32,931.88
Joan E. Kelley			33,177.44
Sheila Kempler			22,916.28
Mary P. Kennedy			22,674.83
Dianne L. Kelley			5,242.49
Maureen P. Kelley			7,890.27
Jean B. Kyser			3,719.76
Arlene King			34,965.14
Pauline J. King			28,953.19
William Kirwin			33,410.82
Christine Kiss			21,314.84
Ann L. Knower			33,272.22
Kathleen Knowles			5,962.08
Gail Knowlton			295.25
Gwen Kodner			2,635.35
Patricia Koravos			29,525.77
Christos Koumantzelis			33,916.42
Iris Koumantzelis			28,555.88
Joanna Krainski			33,219.79
Patricia A. Krol			30,822.17
Barbara E. Krueger			2,816.00
Elizabeth Kyle			33,177.44
Charles J. Labella			2,000.00
Susan LaChance			10,873.77
Cheryl Laffey			201.00
Mary Laffey			29,540.48
Carol LaMonica			73.00
Susan Lamotte			28,565.55
Patricia Lannon			29,641.55
Joseph A. LeProhon			33,226.00
Nancy T. Larose			21,176.42
Nancy Laws			28,759.01

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary	Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Frederick Leahy			33,950.03	Norma Nastek			45.00
Donna Lecam			33,202.01	Mary A. Nawn			5,051.23
Alfred Leclair			32,057.69	Thomas Nawn			35,395.25
James L. Leclair			35,594.94	Lisa Nearly Hughes			8,352.49
Alice Leduc			18,764.34	Carlene Neumann			32,535.78
Catherine Brimer			28,541.55	Diane C. Norton			9,569.71
Steven Levine			33,819.83	Linda Novelli			33,189.97
Paula Levis			18,870.56	Katherine Novick			81.00
Ernest J. Lightfoot			2,506.00	Brenda A. OBrien			28,611.31
Patricia A. Lightfoot			3,285.23	Daniel G. OBrien			28,579.14
Sharlene Locker			31,359.89	Joanne O'Brien			3,065.45
Judith E. Lodi			11,077.99	Marilyn P. O'Brien			36,402.43
Wade Longley			32,666.59	Norris OBrien			33,893.42
Raymond Loosen			32,511.32	Jane OConner Mitchell			8,622.72
John Loynd			10,068.86	Ann OHara			28,541.55
Janice Lunn			32,535.78	Jean Olsen			6,207.73
Pamela Lussier			9,002.15	Cynthia A. Onoroski			32,046.94
Anita MacDonald			37,230.96	Glenn W. Osterman			33,758.19
Robert MacDougall			37,919.28	Rita O'Sullivan			975.00
Walter Mackey			35,578.12	Thomas O'Toole			26,028.32
Thomas J. Madden			31,909.38	Richard Otis			32,166.78
Rosamond E. Malatesta			32,105.19	Timothy J. Otis			23,084.02
Linda Malone			22,345.05	Stephanie Pagiavlas			30,844.17
Robert B. Maloney			32,101.02	Elizabeth F. Papik			33,296.94
Anne Maloy			28,610.55	Anna Marie Pappalardo			143.00
John Maloy			32,795.40	Andrew Pappathan			32,071.22
James Manley II			28,541.55	George Patterson			18,981.31
Mary Manseau			29,879.69	Susan Patterson			31,085.93
Robert L. Manzi			37,274.77	George Paul			34,286.11
Alice Marcotte			21,473.72	Frederick Penza			35,007.00
David Marcus			30,759.59	John H. Perrault			21,910.40
Elsa A. Marsh			29,066.36	Ruth Perrin			1,034.00
Helen Matysczak			19,879.64	Marjorie A. Petalas			32,055.19
Benjamin J. Maxwell			2,000.00	Roger Pilat			28,553.30
Elaine Maxwell			26,932.73	Ann B. Pinkham			240.00
Kevin McArdle			37,896.42	Claire Piscione			29,006.89
Evelyn D. McCabe			4,709.99	William Piscione			35,331.78
Robert F. McCabe			34,894.72	Hope Place			28,541.55
Pamela McDade			9,670.99	Arthur Poitras			800.00
Anne McDermott			22,698.33	Mary A. Primerano			32,035.19
Patricia R. McDonnell			28,541.55	Stephen Prodanas			33,513.22
Estate of Dennis McGadden			23,350.42	Kathryn Quinn			28,541.55
James K. McGuire			34,468.16	Martha Quinn			32,081.29
Carolyn A. McLaughlin			28,572.65	Elise Racicot			32,035.19
Janet Mary McMahon			11,255.99	Elinor A. Read			32,078.86
Maureen McNamara			32,035.19	Claire Reed			28,541.55
Maureen McSheehy			40.00	Frances Renaud-Stephan			35,371.37
Brenda McWilliams			28,567.05	Gerald Rideout			35,151.19
Christine A. Mehigan			109.50	Maureen Rideout			28,746.78
Robert Melillo			2,690.00	Bonnie L. Roberts			28,541.55
Barbara Mersereau			33,189.97	Marimargaret Roberts			32,068.44
Sharon McArdle Milenavich			30,932.60	Barbara J. Rockwell			1,962.75
Elena J. Mitchell			33.50	Carol Rodgers			32,535.78
Susan Mochrie			1,429.00	Daniel Rogacki			28,541.55
Kathleen Mofield			28,565.05	Cathy Ronan			32,802.67
Claire S. Montejunas			320.00	Geraldine Rubico			23,831.49
Therese H. Morin			3,125.40	Marie T. Rubin			40.00
Thomas A. Morrill II			7,384.99	Georgia Ruckledge			32,035.19
Mary C. Morris			711.75	Joan Ryan			28,541.55
Mary Louise Morris			29,605.98	Maureen Keneally Ryan			94.00
Richard Mousseau			32,843.64	Sandra Jean Ryan			33,220.77
David Mullen			30,564.80	Carol A. St. Germain			22,704.60
Elaine Mullen			28,567.80	Agnes Sacramone			32,936.91
Eileen F. Muller			38,109.27	Carol Sagro			33,098.01
Mildred Mulno			32,432.45	Denise Marie Saindon			22,674.83
Madeline Deluca			28,593.55	Sandra Somojeden			8,877.75
Mary Murray			33,235.70	Shirley Sanford			28,564.05
Lorraine Nastek			28,952.16	Elizabeth Santos			28,578.55

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary	Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Charlotte Sargent			19,160.93	Joan E. Dey			25,342.56
Richard Schadlick			32,094.52	Mary P. Dibella			5,866.33
Michael Schena			1,764.00	Ann Diberto			6,837.42
Susan Scofield			28,541.55	Judy Dickinson			7,392.49
Eugene Sdoia			32,558.28	Marie Difabio			7,160.49
Brenda Frazza			18,884.89	Anna B. Dobbin			6,019.34
Sandra H. Sheppard			9,670.99	Linda Dunn			2,555.38
Gail Shinberg			38,254.35	Sandra C. Ethier			2,438.71
Laura A. Siano			80.00	Agnes Fowler			7,312.49
Timothy J. Sloman			17,776.27	Linda M. French			376.37
Gerald Smith			32,558.28	Carole Friedman			7,312.49
Margaret Smith			5,613.99	Margaret Gilbert			7,417.49
Judith A. Spano-Davis			30,481.42	Patricia Gilpillian			120.00
Marcia A. Stanton			70.00	Margaret R. Goulart			348.74
Marilyn Steele			10,873.77	Marilyn W. Gretskey			5,895.19
Rita Stevens			21,489.56	Judith A. Hanlon			6,354.63
Vasilike J. Stevens			4,952.53	Theresa Harrington			8,488.49
Donald Stewart			37,702.46	Rochelle Hastings			6,103.11
Lee Ann Stewart			1,432.00	Patricia Hegarty			530.67
Patricia Stratis			29,329.05	Elaine Hopkins			1,983.47
Marilyn E. Streeter			25,814.11	Martha Kelleher			8,961.34
Carole Sullivan			32,035.19	Shelia Krzesinski			5,895.19
Barbara J. Sullivan			346.75	Christine A. Lindsey			6,232.90
Dolores A. Sullivan			33,768.18	Diane Lombardi			6,939.20
Donald Sullivan			32,559.28	Bea MacLaren			47.50
Mary L. Sullivan			33,177.44	Patricia Marcinkewich			1,996.15
Rosemary G. Sullivan			4,616.38	Gloria M. McCaigue			20.00
Stella F. Sullivan			32,035.19	Carol S. McLaughlin			119.93
Donna L. Tanner			34,157.66	Lorraine McPhee			8,872.64
Betty Ann Themeles			29,480.24	Concetta M. Miranda			6,162.56
Christine Themeles			30,056.28	Dolores Montecalvo			7,276.30
Aurora Thompson			7,961.71	Rose Moore			8,914.77
Susan Thorne			22,674.83	Beverly B. Mosher			1,067.54
Janice M. Tibbetts			216.00	Patricia A. Napoli			2,561.02
Priscilla Titus			32,432.45	Marie Nolan			6,950.59
Patricia Costigan			24,647.10	Mildred Patterson			6,594.79
William Traveis			34,436.91	Dorothy Peach			7,102.46
Scott Tremlett			1,570.00	Susan R. Peterson			277.86
Mary E. Turcotte			3,869.65	Ann Reposa			171.00
Betty Turner			33,177.44	Diane Rawlings			1,004.61
William K. Tyler			32.50	Jeannine Rheault			4,684.03
Donna Tyrrell			1,290.00	Leslie Rizzo			580.65
Jeffrey D. Vecchi			1,400.00	Elizabeth Ryder			7,352.49
Louise A. Vernadakis			120.00	Marsha Sawin			3,355.82
Barbara Vitallo			28,549.05	Mary Ellen Slater			1,814.84
Sheila Walsh			29,266.55	Barbara Stevens			7,312.49
Thomas M. Walsh Jr.			25,352.27	Louise Suozzo			4,724.78
Karen Ann Ware			28,608.05	Joan Sutherby			894.73
Robert A. Ware			2,275.00	Ivane Thibodeau			7,312.49
Monica B. Weir			28,555.88	Marcella Urquhart			6,407.74
Lisa Wenzel			8,714.99	Della Walsh			60.00
Alfred J. White			35,104.68	Gerry Weaver			263.74
Rose M. White			28,541.55	Janice M. Woodman			5,621.12
Steven N. White			565.00	Carol Young			307.50
Roger Whittlesey Jr.			38,806.94	Richard Ahern			75.00
Jacqueline Williamson			28,541.55	Susan Aldrich-Connor			75.00
Doris Worthington			3,400.91	Joanne Aldrich			43.00
Warren J. Yaeger			33,012.54	Neil Alianiello			36.00
Kenneth young			26,253.98	Frank Allen			49.00
Jennie Zantuhos			28,568.40	Doug Anderson			75.00
Richard Zbieg			33,382.77	Fred Arakelian			63.00
Joan Barnaby			35.00	David Axelrod			36.00
Maureen Bedard			3,324.46	Robert Aylward Jr.			460.00
Eleanor Bissett			9,079.15	Ron Balboni			107.00
Phyllis Boumel			9,694.98	Dennis Baniewicz			39.00
Kathleen M. Buckley			2,083.54	Ron Barnfield			78.00
Margaret A. Burke			64.12	Carol Barraclough			15.00
Marylou R. Conroy			6,316.76	Claude A. Beaudet			82.00

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Keith Bennett			26.00
Tim Benedetto			25.00
Dennis D. Bentsimas			36.00
Keith Bennett			13.00
David P. Brennan			41.00
Richard Bernier			100.00
Jeffrey A. Blanchard			91.00
Al Blanchette			27.00
Frederick J. Borrello			39.00
Julie Boucher			70.00
Richard Boucher			25.00
Eugene Bouley			71.00
David C. Breen			45.00
Marcia M. Bristow			108.00
Ronald Browder Jr.			100.00
David A. Brown			58.00
James Burns			54.00
Gerry D. Burrell			41.00
Wayne Burgess			107.00
Robert Busch			15.00
Mike Caira			36.00
Paul Campbell			41.00
Joseph Caruso			43.00
Jay Chabot			69.00
James Chaisson			36.00
Andy Cohen			36.00
James S. Collins			20.00
Karen Collins			15.00
Alfred J. Cosentino			69.00
Thomas E. Conlon			25.00
Stephan M. Connelly			18.00
Cathy Cresta			26.00
Francis F. Cummings			41.00
Robert Derrah			180.00
Don DiFelice			48.00
Samuel Dias			15.00
Mike Desautels			26.00
Roland A. Desharnais			100.00
Robert Dicey			36.00
Sonia Dickson			70.00
Angelo Dinardo			123.00
Janet Downey			174.00
Robert Dumont			81.00
John J. Fahey			81.00
Sandi Farley			45.00
Michael Fay			81.00
Scott Fay			20.00
Frank G. Fergola			41.00
Coreen Floyd			70.00
Ron Fusco			36.00
Joseph Gallagher			75.00
George Garabedian			36.00
Victor C. Garabedian			18.00
David Garvey			100.00
Kelly A. Gately			60.00
Richard Gearin			75.00
Lenny Gentile			41.00
Fred Gibson			41.00
Jim Gilpatrick			29.00
Frank J. Gomez			112.00
Michael Goodine			30.00
Roland H. Guthrie			41.00
David Gwiazda			225.00
Norm Ham			222.00
Dennis E. Hansbury			25.00
Roger Hardy Sr.			58.00
Ken Hart			41.00
Cynthia Hemenway			29.00

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Jim HigginBottom			36.00
Dennis Hogan			26.00
Phillip Howshan			65.00
Tom Humphreys			41.00
Ralph Innocenti			48.00
Walter Janicki			120.00
John Jaskul			66.00
Bill Jones			41.00
John Jones			41.00
Kim Kane			715.00
Lawrence Kelleher			216.00
Ronald Kierce			41.00
Tim Kinchla			82.00
Larry Kleiner			36.00
George N. Klesaris			41.00
Keith Krohn			75.00
Larry Lafond			65.00
John Laffey			18.00
Paul Laforge			45.00
Neil J. Landry			54.00
Michael Lane			36.00
Richard Lapierre			36.00
Marion E. Larson			58.00
Anthony J. Lauina			27.00
Tony P. Leita			43.00
Dottie Lightfoot			120.00
James Lightfoot			358.40
George MacAlister			20.00
Esther MacDonald			120.00
Randy MacDougall			27.00
Chris MacIntire			15.00
David MaGee			41.00
Thomas MaGuire			41.00
George Major			66.00
Jim Malone			26.00
George Manekas			174.00
Gene Manley			25.00
Angelo Mara			39.00
Bob McArdle			43.00
Sharon McCafferty			65.00
William J. McCarthy			82.00
William J. McGrath			48.00
William McQuaide			86.00
Clyde W. Meyerhoefer			90.00
John Miller			25.00
William Miller			75.00
George Millette			27.00
Kenny Mills			75.00
Timothy Monahan			30.00
Joseph E. Moniz			48.00
John J. Morandi Jr.			172.00
Dana Morrill			143.50
Roger Morrison			25.00
Dennis J. Murphy			66.00
Dennis Murphy			101.00
Phil Nangle			50.00
Dominick Nicastro			41.00
Edward Nizwantowski			123.00
Mary Norton			29.00
Dan O'Boyle			61.00
George W. O'Brien Jr.			129.00
Bob O'Leary			54.00
James A. Pacesis			61.50
Joseph W. Paolilli Jr.			174.00
Paul J. Paris jr.			29.00
Bill Parks			120.00
Marc F. Pelletier			27.00
Charles Pendergast			123.00

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary	Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Angelo Pistone			48.00	Louise Sacco			392.22
Kenneth P. Pondelli			37.50	Sarah Jarossi			9,776.13
Robin Price			80.00	George Gibson			8,382.79
Jerry Quaglia			75.00	Francis Coolidge			9,098.40
Mark Quarantiello			25.00	Bernice Sprague			361.90
Carol Revard			58.00	Norman Demarais			694.04
Ray Robitaille			75.00	Richard Andre			109.60
Don Richard			41.00	Sally			8,600.02
Bill Ritchie			29.00	Linda Austin			42.18
Neville Rivet			85.00	Nancy Boyle			549.94
George Roach			129.00	Esther Curseaden			563.64
Thomas F. Roach			129.00	Rachel DeSilva			1,112.78
Lesley Robinson			145.00	Elisabeth Desmarais			31,183.54
JT Robinson			65.00	John Grenda			6,564.86
Michael Rosemond			30.00	Elinor Haines			12,312.42
Barry S. Rosen			50.00	Maureen Kelley	9,091.39	2.42	9,093.81
Tony Russo			229.00	Susan Levy			4,366.18
Paul Sainato			39.00	Christine Livingston			10,618.51
Philip M. Sampson			50.00	Jean Mann			14,701.02
Jeff Sands			95.00	Mary McLaughlin			4,964.86
Richard Sauchuk			48.00	Frances Moore			23,031.70
Michael Schena			39.00	Diane Parcella			190.32
Tom Severo			86.00	Joyce Salvato			435.54
Joseph Sheehan			41.00	Rosemary Sullivan			419.05
Joseph P. Sheehy Jr.			18.00	Joanne Toppin			1,467.66
Jon Sidorovich			90.00	Cornelius Barry	3,301.28	2,317.07	5,618.35
Joseph R. Smith			62.50	Robert Belida	24,010.45	5,907.25	25,912.21
Mark K. Singleton			100.00	William Blakeney, Jr.	26,779.02	1,185.95	27,694.96
Paul Siopes			82.00	Mamie Burke	19,013.45		19,013.45
Joyce Skiff			135.00	William Burris, Jr.	42,856.81		42,856.81
Peter W. Sloan			25.00	Thomas Casey	23,641.02	1,104.62	24,745.64
Charles W. Souza			115.00	Charles Chandler	75.00		75.00
John F. Splaine			48.00	William Chandler, Jr.	29,906.68	7,340.69	37,247.37
Brian A. Sullivan			41.00	William Chandler IV	100.00		100.00
Mike Sullivan			81.00	Kevin Conlon	21,211.99	3,963.16	25,175.15
Jodi Sutherland			15.00	Thomas Conlon	232.50		232.50
Michael L. Taffe			48.00	Peter Cote	6,112.50	123.75	6,236.25
Gail Tatso			232.00	Lorraine Cuskey	21,040.05		21,040.05
Roger Taylor			43.00	George DeRoche	30,146.64	8,668.52	38,815.16
Lorne Thomas			111.00	George Deshler	30,714.81	4,683.74	35,398.55
Scott Thornton			1,522.00	Doris Doherty	16,382.88		16,382.88
Dick Tibbetts			36.00	Evelyn Doherty	25,018.11		25,018.11
Joyce Tibbetts			20.00	Thomas Fiorello	27,337.07		27,337.07
Thomas F. Tobin			27.00	Michael Fletcher	200.00		200.00
Tibor Toth			43.00	Brian Gath	21,286.99	5,002.16	26,289.15
Brian Tremblay			56.00	Frank Giannetti	21,211.99	4,347.35	25,559.34
Don Tremblay			41.00	Alfred Gray	35,442.73	1,457.88	36,880.61
Michael H. Ulrich			25.00	Walter Haley	32,394.62	4,044.73	36,439.35
Larry Urban			41.00	Royal Hudson	21,211.99	5,052.61	26,264.60
Robert Viola			41.00	Frank Janas	8,750.00		8,750.00
Scott Weisensee			60.00	John Kane	36,421.06	5,041.96	41,463.02
Vicki Westover			100.00	Lawrence Kane	21,211.99	4,324.72	25,536.71
Joan Wheeler			80.00	Paul Lambert	29,881.68	5,937.74	35,819.42
Anthony E. Wolski			58.00	Ernest Lightfoot	33,086.60	10,980.62	44,067.22
Ron Wood			29.00	James Lightfoot	20,882.67	4,193.76	25,076.43
Stephen Woodbury			82.00	Allan MacGilvary	3,301.28	673.02	3,974.30
Joseph Woods			50.00	Robert Marsh	32,348.11	1,341.50	33,689.61
Thomas Woods			50.00	James Marshall	32,558.18	4,864.86	37,423.04
Todd Wyman			191.00	John P. McCarthy	34,449.58	3,791.42	38,241.00
Arthur E. Yancy			40.00	Linda Monahan	20,427.22		20,427.22
Debra Brazee	15,944.01	1,939.62	17,883.63	James Nolan	30,675.24	3,849.83	34,525.07
Charles Frederiksen	29,361.18	2,150.72	31,511.90	Robert Nolan	21,211.99	5,967.68	26,179.67
Norma Doherty			52.73	Michael Peters	1,178.00	324.85	1,502.85
Robert Fowler			1,075.00	Donald Prescott	19,646.31	111.50	19,757.81
Joseph Doherty			749.96	Clarence Richards	21,211.99	2,707.02	23,919.01
George Donovan			808.27	Thomas Richter	13,741.02	31.96	13,772.98
Wilfred Lambert			729.78	Frank Sellars	22,183.28	1,363.32	23,546.60
Robert Sullivan			1,100.00	James Shimkus	31,300.89	5,760.19	37,061.08

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Off. Peter Amari	36,132.31	602.67	36,734.98
Off. John Barry	23,110.93	4,279.39	27,390.32
Insp. Clifford Bolton	29,958.84	4,139.52	34,098.36
Off. Leonard Bolton	28,101.96	350.87	28,452.83
Off. Jerome Carr	23,029.77	947.71	23,977.48
Off. Robert Carroll	30,954.05	4,494.12	35,448.17
Sgt. Robert Cook	42,695.28	362.63	43,057.91
Off. Martin Cormier	28,993.74	3,491.08	32,484.82
Insp. Jos. Delucia	32,812.01	8,027.43	40,839.44
Off. A. DiCalogero	32,334.41	3,655.39	35,879.80
Off. Paul Doherty	32,147.66	4,502.36	36,650.02
Off. Al. Donovan	27,418.50	1,149.27	28,567.77
Off. Ralph Ford	33,299.60	5,453.25	38,752.85
Lt. Paul Gearty	44,651.00	2,629.97	47,280.97
Insp. Robert Haines	30,380.87	4,761.28	35,142.15
Sgt. George Hazel	38,581.72	10,054.94	48,636.66
Lt. Walter Jamieson	44,647.39	6,120.08	50,767.47
Sgt. Paul Johnson	39,891.80	5,626.27	45,518.07
Off. James Jones	28,975.85	328.68	29,304.53
Sgt. Walter Jop Jr.	37,566.91	10,175.71	47,742.63
Off. Ste. Kandrotas	34,223.43	4,614.80	38,838.23
Off. Alan Landers	31,610.62	397.20	32,007.82
Off. Richard Landers	37,288.47	1,565.85	38,854.32
Off. William Latta	30,874.78	262.00	31,136.78
Lt. Warren Layne	44,407.57	9,471.92	53,879.49
Off. William Layne	32,706.04	3,290.05	35,996.09

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Off. James Luz	35,076.62	4,642.53	39,719.15
Lt. John Mackey	51,829.23	4,970.58	56,799.81
Lt. Richard Mackey	44,529.69	514.76	45,044.45
Off. Deborah Maguire	19,168.42	2,638.40	21,806.82
Off. James McKenna	32,796.16	4,643.95	37,440.11
Lt. Edward Martin	48,794.55	11,167.12	59,961.67
Off. J. Nickerson	19,040.82	2,761.16	21,801.98
Off. Francis Pappas	11,167.99	719.58	11,887.57
Off. Henry Perry	32,024.99	5,552.98	46,210.16
Sgt. Dennis Peterson	37,191.23	9,018.93	46,210.16
Off. John Powers	34,106.55	4,715.56	38,822.11
Insp. Paul Ringwood	32,839.82	6,198.05	39,037.87
Lt. Denise Rosen	36,757.17	1,129.60	37,886.77
Off. Donald Ryan	31,610.62	354.26	31,964.88
Off. Timothy Sheehan	11,161.21	426.67	11,587.88
Off. Allan Stephens	32,179.79	3,901.95	36,081.74
Off. Paul Thomas	26,714.08	2,214.07	28,928.15
Off. Robert Westaway	27,396.24	3,907.60	31,303.84
Chief John F. Sullivan	60,969.97		60,969.97
Sec.M.E.Higginbotham	22,861.25	82.50	22,943.75
Sec.Virginia Terrazzano	13,013.01	349.56	13,362.57
Clerk Eileen Newton	495.20		495.20
Jan. Herbert Patterson	4,317.65		4,317.65
Thomas Berube	13,635.35		13,635.35
Linda Curtis	20,143.59	995.38	21,138.97
Lorraine Whynaught	30,285.12	2,023.38	32,308.50

Name of Employee	Base Salary Incl. Longevity	Overtime	All Other	Annual Gross Salary
David Austin	29,167.33	11,102.77	524.00	40,794.10
Richard Barrelle	33,335.91	3,013.26		36,349.17
Robert Briggs	29,500.66	6,495.26		35,995.92
John Burris	31,297.85	8,650.93		39,948.78
Robert Collins	36,146.03	12,391.36		48,537.39
Gerald Colton	19,075.66	6,183.93	312.99	25,572.58
Stephen Cotugno	27,774.96	7,543.90	508.52	35,827.38
John Coviello	26,519.26	5,526.01	1,509.66	33,554.93
John Cuneo	46,928.36	2,943.39		49,871.75
Mary Daley	24,357.20	2,766.37		27,123.57
Cosmo DiBiase	28,028.92	2,217.81		30,246.73
Joseph Dogherty	21,341.16	4,202.75		25,543.91
Robert Dogherty	27,205.85	7,654.54	1,597.69	36,458.08
Daniel Donovan	27,029.67	11,097.77		38,127.44
Lawrence Driscoll	33,861.29	13,275.65		47,136.94
James Farley	28,415.02	8,015.26		36,430.28
John Field	31,967.00	10,526.41	1,850.63	44,344.04
Oscar Forero	24,095.64	7,700.93		31,796.57
Robert Fowler	34,722.09	10,681.02		45,403.11
Richard Gath	34,426.96	6,952.65		41,379.61
Russell Gourley, Jr.	31,161.11	1,094.74		32,255.85
James Graham	32,862.00	11,286.98	607.77	44,756.75
Donald Greer	39,424.64	9,171.13		48,595.77
Donald Greer, Jr.	20,762.76	6,182.89		26,945.65
Richard Hamm	18,174.53	4,387.52		22,562.05
Kenneth Holden	40,142.31	6,950.69		47,093.00
Grace Hudson	12,689.02	8,322.31		21,011.33
Mary Kane	26,850.45			26,850.45
Edward Kearns	28,617.44	9,002.45	1,121.17	38,741.06
David Levy	32,419.45	8,512.51	592.12	41,524.08
John Lightfoot	30,233.37	10,348.74		40,582.11
Robert Little	24,216.47	8,569.84		32,786.31
Richard Mackey	29,036.53	7,708.60		36,745.13
Paul Mahoney	27,281.50	11,901.90	2,219.16	41,402.56
Kenneth Mallinson	28,515.99	8,558.27		37,074.26
William Millett	26,977.30	11,086.23	1,051.68	39,115.21
Constance Morris	23,700.55	2,011.31		25,711.86
James Morris	29,036.27			29,036.27

me of Employee	Base Salary Incl. Longevity	Overtime	All Other	Annual Gross Salary
Robert Morris	29,036.27		76.07	29,112.34
Ervin Munro	18,174.53	4,356.62		22,531.15
Timothy Niven	24,016.63	7,817.15		31,833.78
John O'Neill	28,504.51	6,563.33	512.36	35,580.20
Richard O'Neill, Jr.	28,955.45	11,512.38	530.92	40,998.75
Stephen Powers	25,551.553	5,547.39		31,098.94
Luce Reed	34,857.42	10,299.16		45,156.58
James Ryan	33,398.68	12,359.85	611.27	46,369.80
Thomas Ryan	34,448.76	14,315.44	1,307.08	50,071.28
Richard Sheehan	27,592.43	995.51	2,585.35	31,173.29
Daniel Sitar	14,999.83	4,836.45		19,836.28
Michael Sitar	26,988.87	4,555.04		31,543.91
Vince VonKahle	17,804.40	1,354.05		19,158.45
Don Viscione	23,108.76	6,017.56		29,126.32
Howard Wilson	10,484.09	2,935.24		13,419.33
George Yost	33,414.60	11,778.19	611.27	45,804.06
Phillip Zerofski	33,861.29	759.50		34,620.79

THUMBNAIL SKETCH OF PARLIAMENTARY PROCEDURE
FOR TEWKSBURY TOWN MEETING
Compliments of LEAGUE OF WOMEN VOTERS OF TEWKSBURY

TYPE	MOTIONS	Can be Debated	Can be Amended	Can be Reconsidered	VOTE REQUIRED
Listed In Order of Preference	Adjourn sine die				Majority
	Adjourn to a fixed time or recess	X	X		Majority
	Fix the time for adjournment	X	X	X	Majority
	Question of privilege				None
Privileged	Lay on the table			X	Majority
	Previous question				Majority
	Limit or extend debate			X	2/3
	Postpone to a fixed time	X	X	X	Majority
Subsidiary	Amend	X	X	X	Majority
	Postpone indefinitely	X		X	Majority
	Point of order				None
	Appeal	X		X	Majority
Incidental	Withdraw or modify a motion				Majority
	Suspension of rules				2/3
	Main	X	X	X	See notes on following pg.
	Reconsider	*			2/3
	Rescind	*			Majority
	Take from the table				Majority

*Precedence of motion being reconsidered
or rescinded and debatable to same extent.

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At Your Service

AMBULANCE	851-7355	
Fire Department	851-7355	
Assessors, Town Hall	851-3028	
Auditor, Town Hall	851-7612	
Board of Registrars (Voter Info.)	851-2383	
Building Inspector (DPW Bldg., Whipple Rd.)	851-7461	
Community Action Committee		
Medical Transportation, Fuel Assistance	851-4342	
Dog Officer	851-6421	
FIRE DEPARTMENT		
To Report a Fire	851-7355	
Other Fire Information	851-7356	
Health Board, Town Hall	851-6371	
Rubbish Disposal	851-6321	
Housing Authority	851-7392	
Library, Harold J. Patten, Town Hall Ave.	851-6071	
Parking Clerk	851-2383	
Planning Board (DPW Bldg., Whipple Rd.)	851-9761	
Plumbing Inspector (DPW Bldg., Whipple Rd.)	851-7461	
POLICE DEPARTMENT, 935 Main Street	851-7373	
DEPARTMENT OF PUBLIC WORKS	851-7373	
Superintendent, Whipple Rd.	851-7341	
Highway, Whipple Rd.	851-7341	
Recreation Dept., Whipple Rd.	851-3161	
Sewer Dept., Whipple Rd.	851-7341	
Town Engineer, Whipple Rd.	851-7341	
Tree Department, Whipple Rd.	851-7341	
Water Dept., Whipple Rd.	851-2351	851-7341
For Emergencies, phone Police Dept.	851-7373	
School Department		
Athletic Director	851-6044	
Loella Dewing School, 1469 Andover St.	851-4316	
Heath Brook School, Shawsheen St.	851-9112	
Junior High School, 10 Victor Drive	851-3709	
Guidance Department	851-3411	
Lunch Program Supervisor	851-9121	
Memorial High School, 320 Pleasant St.	851-2011	851-2022
North Street School, 133 North St.	851-7376	
School Adjustment Counselors Office, Pleasant St.	851-3832	
Louise D. Trahan School, Salem Rd.	658-3119	
Superintendent of Schools, 1469 Andover St.	851-7347	
Town Cable TV Announcements - Don Stewart	851-0341	
Sealers of Weights & Measures	851-2055	
Selectmen, Town Hall	851-4311	
Senior Citizens Drop-In Center, Chandler St.	851-5949	
Town Clerk	851-2383	
Town Manager	851-4311	
Treasurer-Tax Collector, Town Hall	851-7366	
Veterans Agent, Town Hall	851-6441	
Voter Registration	851-2383	
Welfare Department, Lowell	454-8061	
CITIZENS' INFORMATION SERVICE		
Office of Secretary of State	1-800-392-6090	
State Representative, James Miceli	727-2380 (Boston)	
	727-2250 (Boston)	
Congressman, Edward Markey	1-800-442-2013 (Boston)	
Senator, Patricia McGovern	722-1612 (Boston)	

Annual Town Report



1988

Town of Tewksbury

In Memoriam

The 1988 Annual Town Report is dedicated to the deceased Town Officials and Town Employees who have devoted their lives to the betterment of our Town.

Thomas E. Conlon

Swimming Pool Committee (*Chairman*).... 1966-1967
Sign By-Law Committee..... 1968-1974
Youth Activities Council..... 1968
Town Historian..... 1984-1988
Patriotic Activities Committee..... 1984-1987
 Chairman 1984
 Chairman 1985
Election Staff..... 1968-1988
Town Meeting Vote Tallier..... 1984-1988
United Nations Day Chairman..... 1987

Walter R. Morris

Custodian—*School Department*

Donald E. Prescott

Water Department Maintenance Employee

Anthony John Rosano

Patriotic Activities Committee 1977-1987
Served as Chairman..... 1980, 1981, 1982 and 1983
250th Town Celebration Committee... 1984 and 1985



Thomas E. Conlon



John Rosano

General

Government

Biograph

Town Officers Elections

Town Committees

Town Meeting Warrants

Annual and Specials

Biograph

1. *Town:*
Tewksbury, Massachusetts
Incorporated in 1734
2. *County:*
Middlesex, ss.
3. *Location:*
At the junction of two new superhighways in northeastern Massachusetts, U.S. Interstate 495 and U.S. Interstate 93. The Town is bordered on the north by the Merrimack River, northeast by Andover, southeast by Wilmington, southwest by Billerica and borders on Lowell on the west. It is 21 miles from Boston, 50 miles from Worcester, 30 miles from Salisbury Beach and 230 miles from New York City.
4. *Population:*

1970 — 22,755	1987 — 26,600
1980 — 24,478	1988 — 27,300
5. *Land Areas:*
20.70 square miles;
10,798.5 acres assessed
6. *Density:*
Person per square mile:

1970 — 1099	1987 — 1285
1980 — 1182	1988 — 1318
7. *Climate:*
Mean annual precipitation — 43.40 inches.
Mean temperature: in January, 26.6 degrees; in July, 73.7 degrees.
8. *Elevation:*
Highest point: Ames Hill, 363 feet;
North section: 200 feet;
West section: 150 feet;
Center, 120 feet;
South section, 150 feet above mean sea level.
9. *Topography:*
Fairly level terrain, with elevations varying from 100 feet to 200 feet above sea level. Soil is a mixture of sandy soil in southern section, wet and moist and of good texture along the central and northern sections.
10. *Established:*
Inhabitants separated from Billerica in 1733.
First Town Meeting held January 14, 1734.
Duly incorporated December 23, 1734.
11. *Form of Government:*
Open Town Meeting.

Elected Officers

SELECTMEN

John J. Kelley, Jr., <i>Chairman</i>	1989
Charles T. Coppola	1989
Charles E. Coldwell	1990
Lou Carciofi	1991
William J. Hurton	1991

BOARD OF HEALTH

Robert D. Rausea	1989
William Lindsey, <i>Chairman</i>	1990
Allan Dunlevy	1991

TOWN CLERK

Elizabeth Carey	1990
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MODERATOR

James Coakley	1990
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PLANNING BOARD

Wilfred Lambert	1989
Robert Sullivan	1990
George Donovan	1991
Joseph Doherty, <i>Chairman</i>	1992
Robert Fowler	1993

SCHOOL COMMITTEE

William Emerson	1989
Benjamin Maxwell	1989
Donna Colella	1990
Charles LaBella, <i>Chairman</i>	1991
Patricia Meuse	1991

SCHOOL COMMITTEE—REGIONAL TECHNICAL

Richard Griffin	1989
Peter Downing	1991

HOUSING AUTHORITY

Louise Gearty	1989
Leo Chibas	1990
Roland Roy	1991
Salvatorio Ciaccio, <i>State Appointee</i>	1991
Mary Delaney	1993

TRUST FUND COMMISSIONERS

Richard Stanton	1989
Laura Stella	1990
Mark J. Hanson	1991

LIBRARY TRUSTEES

Thomas McLeod	1989
George R. Collins	1989
Robert Moore	1990
Eleanor Corey, <i>Chairperson</i>	1990
Donna Haines	1991
Maureen Kelley	1991

Appointive Officers

Town Manager—David G. Cressman

Executive Secretary—Sandra A. Barbeau

Town Counsel—Charles Zaroulis, Esq.

Animal Inspector—James Manley

Appraisers—Board of Selectmen

Attendance Officers—Robert Cook/George Hazel

Auditor—Thomas Berube

BOARD OF APPEALS

Bruce Gordon, Jr.	1989
Donald McKinley	1990
Charles Stella	1990
Patricia DiBiase	1990
Peter Downing, <i>Chairman</i>	1990

ASSOCIATE MEMBERS

Charles Gaffney	1989
Brian O'Connor	1989
Mark O'Neill	1989
William Ritchie	1989
Albert Woodman	1989

BOARD OF REGISTRARS

Edward Creamer	1989
Robert Hunter	1990
Elizabeth Carey, <i>Clerk</i>	1990
Frederick Montague	1990

BUILDING COMMISSIONER

George Nawn

Cemetery Officer—John Collins

Civil Defense Director—Michael Sitar

CONSTABLES—Expiration Date 1991

Sandra Barbeau	Robert A. Christakos
ALfred Hanley	Henry E. Sullivan
Edwina Hudson	Michael J. Jarjoura
Paul Johnson	Armand Soucy
William Zampbell	John D. Sullivan
Harold Morang	Wilson E. Brazile
Mary Raddatz	Walter Collins
Rudy Simpson	Albert Pongonis

Dog Officer—Walter Collins 1989

Fence Viewer—Paul Johnson 1989

DPW Superintendent—William Burris

Town Historian—Thomas Conlon (deceased)

Treasurer—Warren Carey

Veterans Agent—Thomas Hodgson

Veterans Burial Indigent

Farmer & dee Inc.

Tewksbury Funeral Home

Veterans Grave Officer—Harry Patterson

WIRE INSPECTOR

Jeremiah Delaney
Philip Souza (alternate)

WEIGHERS

Edward H. Bowley
Thomas E. Bowley
Mark Shikles
George Brazee
Domenic Pensanalli
Thomas W. Dewhist
Paul E. Allen
Paul E. Allen, Jr.
Brian E. Allen

SEALER OF WEIGHTS AND MEASURES

Frank Sullivan

Appointed Committees

CONSERVATION COMMISSION

Robert Greenleaf	1989
Gail Perdicaro, <i>Chairperson</i>	1989
Cosmo DiBiase	1989
Donna J. Harrington	1990
Phillip J. Stone	1990
Peter Peters	1991
Richard J. Hanson	1991

COUNCIL ON AGING

Susan Sullivan, <i>Chairperson</i>	1989
Anna F. Yonaker	1989
Bernice Sprague	1990
Kisbro Najjar	1990
Ruth McDermott	1989
Warren Hupper	1989
Mary Love	1991
Hetta Thompson	1991
JoAnne Aldrich	1991
Paul McAskill	1990
Dennis DeDeo	1990
Frank Criscitello (alternate)	

NANCE COMMITTEE

Dan Power	1989
Joseph Gill, <i>Chairman</i>	1989
Elias Cooney	1989
Thomas Boyle	1991
Joan DiSousa	1989
Tom Cook	1990
William Goode	1991
Paul Sullivan (resigned)	1989
Barry Tressler	1989

ISTORIC COMMISSION

James J. Gaffney	1990
Kathleen Kinsella	1990
Jack Lu	1990
Eileen McDonough	1990

DUSTRIAL COMMISSION

Henry Borazzo	1989
Thomas Girard	1990
Edward G. Brown	
Charles Coppola, <i>Chairman</i>	1993

UNICIPAL BUILDING COMMITTEE

William Latta	1990
John Mackey	1989
Lawrence Driscoll	1989
Thomas Cooke	1989
Harold McDonald	1989

orthern Middlesex Area Commission
ul H. Sullivan—Board of Selectmen

PERSONNEL BOARD

Donna Gill (Emp. Rep.)	1989
Donald Power	1991
Michael F. Skerry	1989
William Blakeney	1990
H. David Perry	1991

CREATION COMMISSION

Ernest Lightfoot	1990
Peter Burbata	1990
William Blakeney	1989

John Foster	1992
Norman DeMarais	1992

Solid Waste Representative—Ed Flanagan

INDUSTRIAL DEVELOPMENT FINANCING

Charles A. Gaffney	1993
John Foran	1989
Arthur Ford	1990
Gail Perdicaro	1991
Thomas H. McLeod	

CABLE ADVISORY COMMITTEE

Edmund Stoddard
William Hurton
Don Stewart

PATRIOTIC ACTIVITIES COMMITTEE

Richard Sutherby	Cathy Richards
Charles English	Thomas Gordon, <i>Chairman</i>
Norma Doherty	Daniel Morris
Paula Coppola	Jerome E. Selissen
Daniel Sprague	Elizabeth Carey

ARTS LOTTERY COMMISSION

Barbara Karner
Betty Scott
Kendra Conn
Donna Tyrell
Elsie Howell
Karen Favreau
Sonja Cuneo

Special Government Districts

SENATORS IN CONGRESS

HONORABLE EDWARD M. KENNEDY (D)
 Senate Office Building, Washington

HONORABLE JOHN KERRY (D)
 Senate Office Building, Washington

CONGRESSIONAL DISTRICT: 7th

EDWARD J. MARKEY
 House of Representatives, Washington

State Government

PATRICIA McGOVERN (D)
 Second Essex & Middlesex Senatorial Districts
 Senate Offices: State House, Boston, Mass.

JAMES R. MICELI (D)
 Twentieth Middlesex District of General Courts:
 House of Representatives, State House
 Boston, Mass.

COUNTY GOVERNMENT COMMISSIONERS

Bill Schmidt
 Thomas J. Larkin
 Edward J. Kennedy, Jr.

Presidential Primary

March 8, 1988
Democratic Ballot

At a meeting of the Inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the High School for Precinct 1 and 1A, Trahan School for Precinct 2 and 2A, North Street School for Precinct 3 and 3A, and the Junior High School for Precinct 4, the following business was transacted. Registers on ballot

boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 7:00 a.m. and closed at 8:00 p.m. There were 3052 Democratic ballots cast. Precinct 1—416; Precinct 1A—530; Precinct 2—460; Precinct 2A—424; Precinct 3—398; Precinct 3A—453; Precinct 4—371.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
PRESIDENTIAL PREFERENCE								
Michael S. Dukakis	213	298	275	240	188	253	218	1685*
Albert Gore, Jr.	24	27	27	21	24	21	10	154
Florenzo DiDonato	0	2	2	1	1	2	1	9
Paul Simon	27	34	10	22	17	14	17	141
Bruce Babbitt	0	2	2	0	1	4	3	12
Richard E. Gephardt	66	78	64	59	63	63	37	430
Jesse L. Jackson	60	68	62	50	71	69	66	446
Gary Hart	12	13	4	15	6	4	6	60
Lyndon H. LaRouche, Jr.	1	0	0	1	3	2	0	7
Others	5	3	3	2	5	2	5	25
Blanks	8	5	11	13	19	19	8	83
STATE COMMITTEE MAN								
David J. Bain, Jr.	245	332	276	264	223	235	232	1807*
Others	0	0	0	0	0	0	0	0
Blanks	171	198	184	160	175	218	139	1245
STATE COMMITTEE WOMAN								
Patricia McGovern	306	409	351	320	287	334	272	2279*
Others	0	0	0	0	0	0	0	0
Blanks	110	121	109	104	111	119	99	773
TOWN COMMITTEE (GROUP)								
Charles T. Coppola	237	340	267	233	211	242	217	1747
Paul H. Sullivan	205	302	239	209	194	218	206	1573
Scott J. Consaul	204	304	231	199	178	203	172	1491
Merrill F. Marshall	185	291	198	188	171	201	166	1400
Donald V. McKinley	184	268	213	190	188	195	176	1414
Ralph Harriman	173	259	185	180	158	187	161	1303
George T. Doyle	191	269	210	195	189	201	172	1427
Daniel Sprague	185	270	212	181	163	203	166	1380
Mark S. Valenti	196	281	221	189	165	185	182	1419
Daniel W. Morris	200	292	220	191	175	202	177	1457
Mark A. Mohan	177	260	189	177	159	196	159	1317
Anthony DiCalogero	190	285	205	186	173	206	174	1419
Kenneth J. Batastini	179	273	209	178	157	186	168	1350
Warren G. Andrews	196	263	199	181	167	183	163	1352
Mark O'Neil	192	281	225	203	170	187	177	1435
Thomas B. Hodgson	185	274	205	185	172	213	169	1403
Paul B. Coppola	211	308	248	210	187	221	194	1579
Marie P. Sweeney	201	284	199	203	207	213	179	1486
June Marshall	193	298	201	196	164	200	173	1425
Roberta Doyle	193	271	215	198	191	208	167	1443
Mary M. Manseau	202	291	225	194	176	212	177	1477
Patricia M. Dibiase	197	291	235	197	171	213	182	1486
Mary C. Morris	196	304	185	199	169	205	174	1432
Irene E. Mohan	187	271	216	192	159	207	165	1397

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
Joan Andrews	185	279	225	195	164	193	169	1410
Catherine McHugh	191	272	220	200	162	204	170	1419
Jerilee Nickerson	205	285	214	180	169	196	174	1423
Paul Roberts	202	271	219	195	217	220	182	1506
Florence F. Keough	298	281	225	201	179	221	177	1582
Nancy V. Keough	299	285	226	200	185	220	176	1591

TOWN COMMITTEE (NON GROUPED)

William J. Noll	63	83	48	88	105	84	51	522
Richard A. Constantino	65	76	45	115	122	97	56	576
Others	0	0	5	1	12	6	2	26
Blanks	8612	9883	10,526	8139	8401	9527	7612	62,153

Qualified
Warren Carey (6 votes)
Leo Chibas (5 votes)

ATTEST: ELIZABETH A. CAREY, CMC, TOWN CLERK

Presidential Primary

March 8, 1988 — Republican Ballot

At a meeting of the Inhabitants of the Town of Tewksbury, called by proper Warrant and qualified to vote in Town affairs, held this day at the High School for Precinct 1 and 1A, Trahan School for Precinct 2 and 2A, North Street School for Precinct 3 and 3A, and the Junior High School for Precinct 4, the following business was transacted. Registered on ballot

boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 7:00 a.m. and closed at 8:00 p.m. There were 1030 Republican ballots cast. Precinct 1—162; Precinct 1A—158; Precinct 2—128; Precinct 2A—115; Precinct 2—189; Precinct 3A—155; Precinct 4—123.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
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PRESIDENTIAL PREFERENCE

Pierre S. DuPont, IV	0	0	2	2	2	2	2	10
Marion G. (Pat) Robertson	9	6	18	4	6	8	3	54
George Bush	95	106	51	65	111	87	74	589*
Alexander M. Haig, Jr.	1	0	1	0	2	0	0	4
Jack Kemp	12	13	17	14	11	12	18	97
Bob Dole	44	32	37	28	53	44	25	263
Others	0	0	0	0	2	0	0	2
Blanks	1	1	2	2	2	2	1	11

STATE COMMITTEE MAN

William E. Melahn	115	110	80	73	122	107	87	694*
Others	0	0	0	0	1	0	0	1
Blanks	47	48	48	42	66	48	36	335

STATE COMMITTEE WOMAN

Kimberley Cronin	103	99	62	67	110	96	75	612*
Eleanor B. Fulgione	35	29	33	21	30	32	26	206
Others	0	0	0	0	1	0	0	1
Blanks	24	30	33	27	48	27	22	211

TOWN COMMITTEE

James J. Gaffney, III	103	101	74	73	111	115	77	654
Mary E. Gaffney	97	90	68	70	100	109	66	600
Charles A. Gaffney	96	90	66	70	95	109	64	590
Beverly A. Bennett	94	100	77	68	130	100	72	641
Donald E. Sheehan	104	103	81	75	112	107	71	653
Kathleen M. Kinsella	92	94	77	70	101	101	74	609
Thomas A. Boyle, III	92	98	80	72	117	102	74	635
Others	1	4	1	0	2	2	0	10
Blanks	941	900	756	652	1122	805	732	5908

ATTEST: ELIZABETH A. CAREY, CMC, TOWN CLERK

General Election

November 8, 1988

At a meeting of the Inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the High School for Precinct 1 and 1A, Trahan School for Precinct 2 and 2A, North Street School for Precinct 3 and 3A, and the Junior High School for Precinct 4, the following business was transacted. Registers on ballot

boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 7:00 a.m. and closed at 8:00 p.m. There were 12,437 ballots cast. Precinct 1—1742; Precinct 1A—2025; Precinct 2—1762; Precinct 2A—1626; Precinct 3—1773; Precinct 3A—1724; Precinct 4—1785.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
PRESIDENT & VICE PRESIDENT								
Bush/Quayle	979	1082	885	798	984	956	909	6593*
Dukakis/Bentsen	725	886	815	783	723	719	825	5476
Fulani/Dattner	5	4	8	8	4	2	7	38
Paul/Marrou	18	24	19	10	30	16	24	141
Kenoyer/Ehlrenreich	0	2	0	0	0	0	0	2
Dodge/Ormsby	0	0	1	0	2	0	0	3
Blanks	10	23	30	26	22	20	15	146
Others	5	4	4	1	8	11	5	38
SENATOR IN CONGRESS								
Edward M. Kennedy	986	1246	1134	1047	1006	1034	1097	7550*
Joseph D. Malone	695	715	591	541	723	650	637	4552
Mary Fridley	25	17	17	8	5	6	7	85
Freda Lee Nason	6	9	5	3	13	10	13	59
Blanks	30	36	15	27	25	24	31	188
Others	0	2	0	0	1	0	0	3
REPRESENTATIVE IN CONGRESS								
Edward J. Markey	1316	1589	1411	1299	1326	1275	1379	9595*
Blanks	420	428	351	325	441	441	398	2804
Others	6	8	0	2	6	8	8	38
COUNCILLOR								
John F. Markey	1264	1541	1355	1246	1279	1221	1334	9240*
Blanks	476	479	407	380	493	499	449	3183
Others	2	5	0	0	1	4	2	14
SENATOR IN GENERAL COURT								
Patricia P. McGovern	1126	1404	1265	1176	1103	1162	1205	8441*
William E. Melahn	559	530	426	387	604	475	488	3469
Blanks	56	91	71	63	66	87	91	525
Others	1	0	0	0	0	0	1	2
REPRESENTATIVE IN GENERAL COURT								
James R. Miceli	1427	1723	1491	1383	1458	1378	1459	10,319*
Blanks	311	299	271	241	309	342	324	2097
Others	4	3	0	2	6	4	2	21
CLERK OF COURTS								
Edward J. Sullivan	1249	1531	1342	1239	1286	1214	1326	9187*
Blanks	491	493	420	386	482	507	455	3234
Others	2	1	0	1	5	3	4	16
REGISTER OF DEEDS								
Edward J. Early, Jr.	1265	1528	1333	1238	1299	1200	1325	9188*
Blanks	476	495	429	388	470	521	459	3238
Others	1	2	0	0	4	3	1	11

PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
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COUNTY COMMISSIONER

Thomas J. Larkin	876	1077	894	822	831	818	943	6261*
Edward J. Kennedy, Jr.	1013	1249	1073	981	1093	1009	1040	7458*
Blanks	1593	1722	1555	1449	1619	1617	1586	11,141
Others	2	2	2	0	3	4	1	14

TREASURER

James E. Fahey, Jr.	1242	1520	1335	1229	1262	1196	1318	9102*
Blanks	499	503	427	396	506	524	466	3321
Others	1	2	0	1	5	4	1	14

QUESTION 1

REFERENDUM PETITION ON AN EXISTING LAW

Do you approved of a law summarized below, which was approved by the House of Representatives on May 20, 1987, by a vote of 93-58, and approved by the Senate on May 20, 1987, by a vote of 31-8?

YES	1450
NO	10,775*

SUMMARY

The law provides a salary increase, effective January 7, 1987, for the members of the legislature and certain constitutional officers of the Commonwealth.

Beginning at a base salary of \$30,000, each member of the legislature will receive a salary increase under the law equal to the compounded percentage increase in the salaries of full time state employees who are subject to collective bargaining agreements between the Commonwealth and the ALLIANCE, AFSCME-SEIU, AFL-CIO in effect between January 5, 1983 and January 7,1987. Thereafter the salaries of each member of the legislature will be increased by the same percentages

as the salaries of full time state employees subject to the collective bargaining agreements.

The law further provides that members of the legislature holding leadership positions and committee chairmanships will receive an annual sum in addition to their salary. This additional amount will vary from \$7,500 to \$35,000 depending upon the particular position the member holds.

The law also increases the salaries of certain constitutional officers. Under the law the salary of the governor is set at \$85,000; the salaries of the lieutenant governor, state secretary, state treasurer and the state auditor are set at \$70,000; and the salary of the attorney general is get at \$75,000.

Any individual may waive his or her salary increase under this law. Any amount so waived shall not be deemed regular compensation for the purposes of computing any such person's benefits and shall be exempt from state taxation.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	196	223	194	176	219	226	216	1450
NO	1520	1761	1549	1433	1519	1471	1522	10,775*
BLANKS	26	41	19	17	35	27	47	212

QUESTION 2

LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, which was disapproved by the House of Representatives on May 3,1988, by a vote of 24-123, and on which no vote was taken by the Senate before May 4, 1988?

YES	6543*
NO	5711

SUMMARY

The proposed law would repeal state law requiring that the wages, including payments to health and welfare plans, paid to persons employed in the construction of public works be no less than the wages paid locally under existing collective bargaining agreements and understandings, or by the

municipality, for the same kind of work. Under the proposed law, the Commissioner of Labor and industries would no longer set wage rates for such work or classify jobs.

The porposed law would also remove the Commissioner of Labor and Industries authority to set wage rates of employees of contractors who move office furniture and fixtures for the state or a county, city, town or district, and remove the Commissioner's authority to set the wage rates of operators of vehicles and other equipment engaged in public works.

The proposed law would not change the way wages are set for laborers employed by the State Department of Public Works and the Metropolitan District Commission.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	845	912	738	655	920	844	797	5711
NO	877	1076	1005	957	821	862	945	6543*
BLANKS	20	37	19	14	32	18	43	183

QUESTION 3

LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, which was disapproved by the House of Representatives on May 2, 1988, by a vote of 2-150, and disapproved by the Senate on May 3, 1988, by a vote of 0-34?

YES	3520
NO	8650*

issue exemption permits for a period of time up to one year and one half to any farmer.

Under the proposed measure, an unpaid Scientific Advisory Board on Farm Animal Welfare comprised of veterinarians and animals scientists would also be established within the Department of Food and Agriculture. The Board would examine animal agricultural practices, issue for publication certain reports on farm practices, and make non-binding recommendations to the Commissioner about specific regulations. If appropriated by the legislature, the Board may allocate an annual sum of not more than ten cents per Massachusetts citizen to assist farmers in adopting methods which are consistent with the purposes of this law.

The Director of the Division of Animal Health would be responsible for enforcing regulations issued as a result of this proposed law. Persons who violate the new law would be punished by a fine of up to \$1,000.

SUMMARY

The proposed law would require the Commissioner of the Department of Food and Agriculture to issue regulations to ensure that farm animals are maintained in good health and that cruel or inhumane practices are not used in the raising, handling or transportation of farm animals.

The Commissioner would issue regulations, effective within four years after passage of the proposed law, about the surgical procedures used on farm animals, the transportation and slaughter of farm animals, and the diet and housing of those animals. The Director of the Division of Animal Health could

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	500	554	495	498	448	507	518	3520
NO	1217	1425	1238	1098	1278	1188	1206	8650*
BLANKS	25	46	29	30	47	29	61	267

QUESTION 4

LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, upon which no vote was taken by the House of Representatives or the Senate before May 4, 1988?

YES	3562
NO	8674*

SUMMARY

The proposed law would provide that, after July 4, 1989, there shall be no further generation of electric power by commercial nuclear power plants in the Commonwealth by means which result in the production of nuclear waste.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	471	583	515	475	507	498	513	3562
NO	1252	1402	1222	1131	1233	1207	1227	8674*
BLANKS	19	40	25	20	33	19	45	201

ATTEST:
ELIZABETH A. CAREY, CMC
TOWN CLERK

Annual Town Election

Tewksbury, Massachusetts
April 9, 1988

At a meeting of the Inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the High School for Precinct 1 and 1A, Graham School for Precinct 2 and 2A, North Street School for Precinct 3 and 3A, and the Junior High School for Precinct 4, the following business was transacted. Registers on ballot

boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 10:00 a.m. and closed at 8:00 p.m. There were 4006 votes cast. Precinct 1—528; Precinct 1A—735; Precinct 2—528; Precinct 2A—521; Precinct 3—613; Precinct 3A—566; Precinct 4—515.

Precinct 1	Judith Colman, Warden	- Alice Casazza, Clerk
1A	Judith Colman, Warden	- Gladys Collins, Clerk
2	Mary Proverb, Warden	- Cecelia Wolff, Clerk
2A	Mary Proverb, Warden	- Maxine Drew, Clerk
3	Lorraine Whitten, Warden	- Barbara Cook, Clerk
3A	Lorraine Whitten, Warden	- Dorothy Demarais, Clerk
4	Patricia Hennessy, Warden	- Rita O'Brien, Clerk

PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
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TWO SELECTMAN — THREE YEARS

Villiam D. Hallisey	220	251	165	185	163	174	155	1313
Louis Carciofi	212	270	212	194	278	276	236	1678*
George Donovan	103	159	136	175	72	108	125	878
Villiam J. Hurton	221	376	230	202	237	259	240	1765*
Frances Lee Toth	191	251	198	168	328	187	169	1492
Blanks	106	160	104	113	142	127	101	853
Others	3	3	11	5	6	1	4	33

ONE—BOARD OF HEALTH

Alan Dunlevy	391	566	389	396	420	394	381	2937*
Blanks	134	169	138	122	193	172	133	1061
Others	3	0	1	3	0	0	1	8

ONE—PLANNING BOARD

Robert Fowler	285	423	259	281	310	321	252	2131*
Paul J. McAskill, Jr.	204	257	229	192	221	191	211	1505
Blanks	39	52	40	47	73	54	51	356
Others	0	3	0	1	9	0	1	14

TWO SCHOOL COMMITTEE

Charles LaBella	310	397	238	254	296	285	286	2066*
Scott Consaul	208	268	229	191	199	213	148	1456
Patricia M.W. Meuse	237	358	306	332	305	262	271	2071*
James E. Sullivan	174	259	142	143	219	205	173	1315
Blanks	127	188	141	122	207	167	150	1102
Others	0	0	0	0	0	0	2	2

ONE—SCHOOL COMMITTEE—REGIONAL TECH.

John Peter Downing	307	439	271	267	357	374	308	2323*
Raymond A. Scott	156	208	188	176	172	128	139	1167
Blanks	64	88	69	78	83	64	68	514
Others	1	0	0	0	1	0	0	2

ONE—HOUSING AUTHORITY

Mary Delaney	266	408	269	289	297	317	300	2146*
Joanne J. Hicks	176	245	195	178	204	165	160	1323
Blanks	86	82	64	54	112	84	55	537
Others	0	0	0	0	0	0	0	0

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
ONE—TRUSTEE PUBLIC LIBRARY								
Donna G. Haines	355	482	311	301	341	331	279	2400*
Nancy M. Boyle	239	301	236	230	324	244	221	1795
Maureen P. Kelley	258	436	293	304	294	311	306	2202*
Blanks	204	251	215	207	267	246	224	1614
Others	0	0	1	0	0	0	0	1

TRUST FUND COMMISSIONERS

Mark J. Hanson	395	580	395	408	435	409	390	3012*
Blanks	132	154	132	113	178	157	123	989
Others	1	1	1	0	0	0	2	5

ATTEST:

ELIZABETH A. CAREY, CMC

TOWN CLERK

State Primary

September, 15, 1988

Democratic Ballot

At a meeting of the Inhabitants of the Town of Tewksbury, called by proper Warrant and qualified to vote in Town affairs, held this day at the High School for Precinct 1 and 1A; Trahan School for Precinct 2 and 2A; North Street School for Precinct 3 and 3A and the Junior High School for Precinct 4, the following business was transacted. Registers on ballot

boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 7:00 a.m. and closed at 8:00 p.m. There were 794 Democratic ballots cast. Precinct 1—74; Precinct 1A—140; Precinct 2—111; Precinct 2A—103; Precinct 3—90; Precinct 3A—103; Precinct 4—173.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
SENATOR IN CONGRESS								
Edward M. Kennedy	57	122	81	81	62	77	135	615*
Blanks	17	17	29	22	26	26	38	175
Others	0	1	1	0	2	0	0	4
REPRESENTATIVE IN CONGRESS								
Edward J. Markey	55	115	83	84	60	74	125	596*
Blanks	19	24	28	19	29	29	48	196
Others	0	1	0	0	1	0	0	2
COUNCILLOR								
John F. Markey	56	118	80	80	61	66	119	580*
Blanks	18	21	31	23	28	37	54	212
Others	0	1	0	1	0	0	0	2
SENATOR IN GENERAL COURT								
Patricia McGovern	58	129	94	82	70	80	137	650*
Blanks	16	10	17	20	20	23	36	142
Others	0	1	0	1	0	0	0	2
REPRESENTATIVE IN GENERAL COURT								
James R. Miceli	68	128	103	91	85	90	149	714*
Blanks	6	11	8	11	5	13	24	78
Others	0	1	0	1	0	0	0	2
CLERK OF COURTS								
Edward J. Sullivan	59	116	81	87	65	74	126	608*
Blanks	15	24	30	16	25	29	47	186
Others	0	0	0	0	0	0	0	0
REGISTER OF DEEDS								
Edward J. Early, Jr.	60	115	74	86	73	74	129	611*
Blanks	14	25	37	17	17	29	44	183
Others	0	0	0	0	0	0	0	0

COUNTY COMMISSIONER

Thomas J. Larkin	25	42	34	39	24	31	47	242
Matthew Donahue	47	86	71	60	73	64	91	492*
Edward J. Kennedy	36	75	60	49	37	44	87	388
Joseph R. Macaluso	12	27	21	21	10	17	39	147
Blanks	28	50	36	37	36	50	82	319
Others	0	0	0	0	0	0	0	0

TREASURER

James E. Fahey, Jr.	55	115	82	86	69	71	127	605*
Blanks	19	25	29	17	21	32	46	189
Others	0	0	0	0	0	0	0	0

ATTEST:

ELIZABETH A. CAREY, CMC.

TOWN CLERK

State Primary

September, 15, 1988

Republican Ballot

At a meeting of the Inhabitants of the Town of Tewksbury, called by proper Warrant and qualified to vote in Town affairs, held this day at the High School for Precinct 1 and 1A; Mahan School for Precinct 2 and 2A; North Street School for Precinct 3 and 3A; and the Junior High School for Precinct 4 and 4A, the following business was transacted. Registers on ballot

boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 7:00 a.m. and closed at 8:00 p.m. There were 142 Republican ballots cast. Precinct 1—22; Precinct 1A—25; Precinct 2—18; Precinct 2A—16; Precinct 3—26; Precinct 3A—21; Precinct 4—14.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
SENATOR IN CONGRESS								
Joseph Malone	21	25	18	15	24	20	13	136*
Blanks	1	0	0	1	2	1	1	6
Others	0	0	0	0	0	0	0	0
REPRESENTATIVE IN CONGRESS								
Blanks	22	25	17	16	25	19	14	138
Others	0	0	1	0	1	2	0	4
COUNCILLOR								
Blanks	22	25	17	16	26	21	14	141
Others	0	0	1	0	0	0	0	1
SENATOR IN GENERAL COURT								
William E. Melhan	21	20	15	16	19	18	14	112
Blanks	1	5	2	0	7	3	0	18
Others	0	0	1	0	0	0	0	1
REPRESENTATIVE IN GENERAL COURT								
Blanks	22	25	17	16	26	20	14	140
Others	0	0	1	0	0	1	0	2
CLERK OF COURTS								
Blanks	22	25	17	16	26	21	14	141
Others	0	0	1	0	0	0	0	1
REGISTER OF DEEDS								
Blanks	22	25	17	16	26	21	14	141
Others	0	0	1	0	0	0	0	1
COUNTY COMMISSIONER								
Blanks	44	50	35	32	51	42	28	282
Others	0	0	1	0	1	0	0	2
TREASURER								
Blanks	21	25	18	16	26	20	14	140
Others	1	0	0	0	0	1	0	2

ATTEST:

ELIZABETH A. CAREY, CMC

TOWN CLERK

1988 ANNUAL TOWN MEETING

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ANNUAL TOWN MEETING

Annual Town Meeting May 2, 1988

Tewksbury Memorial High School
Pleasant Street
May 2, 4, 5, and 9, 1988

Town Clerk, Elizabeth Carey, convened the Annual Town Meeting, called by proper Warrant, at 8:00 p.m., May 2, 1988. There were 416 registered voters and 27 visitors in attendance.

The first Order of Business was to Elect a Temporary Moderator to preside at all sessions of the 1988 Annual Town Meeting.

Mrs. Carey informed the Assembly that "according to Massachusetts General Laws, Chapter 39, section 14, the Town Clerk shall preside at every Town Meeting until a Temporary Moderator is elected," and Mrs. Helen Warren had been appointed and sworn as Assistant Town Clerk until the Temporary Moderator is elected then Mrs. Carey would resume her official position as Town Clerk.

Mrs. Carey explained the Guidelines and the Nomination and Election Process on conducting the election for the Temporary Moderator.

The voters list, for voters eligible to vote at the 1988 Annual Town Meeting, was used.

Only voters listed on this voters list may be nominated for the position of Temporary Moderator—and those listed on this voters list may vote for Temporary Moderator—and the person nominated must be in attendance at the time of their nomination.

Visitors wearing red ribbons were asked to be seated in the bleacher section—where the visitor sign is located.

According to the Special Act Charter, section 4, "A member of the Board of Selectmen, or of the Finance Committee shall, during the term for which he was elected or appointed, be ineligible either by election or appointment to hold any other town office."

According to the Town By-Laws, Article 1, section 21, "No individual may hold more than one elected town office at one time ..."

Mrs. Carey informed the Assembly of the Nomination Process:

That nominations will be accepted from the floor.
That if you wish to nominate someone or yourself, please use the microphone.

That all nominations are to receive a Second.

That after the nomination process is completed, the doors to the hall would be closed and no one would be allowed in the hall until the voting was completed.

That each nominee would be allowed two (2) minutes to address the Assembly, if he or she chose.

Nominations were then accepted from the floor.

Norman Boudreau nominated Mr. Eugene Smith, 18 Regis Road, and this nomination received a Second.

Mr. James Coakley, 58 Trull Road, nominated himself, and his nomination was Seconded.

Warren Carey nominated Thomas Berube, 29 Maplewood Road, but Mr. Berube declined the nomination.

Mrs. Carey asked if there were any further nominations and, receiving no reply, closed the nominations.

Eugene Smith and James Coakley addressed the Assembly in support of their nominations.

A secret ballot election was then conducted:

Eugene Smith	134
James Coakley	210
Other	1

Mrs. Carey recessed the 1988 Annual Town Meeting for a ten (10) minute recess.

Mrs. Carey reconvened the 1988 Annual Town Meeting at 8:55 p.m.

Mr. Coakley was sworn as Temporary Moderator to preside at the 1988 Annual Town Meeting by Town Clerk, Elizabeth Carey.

Rev. Paul Millen, Pastor, Tewksbury Congregational Church, offered the Invocation and blessings upon the Assembly.

Temporary Moderator, James Coakley, requested a Moment of Silence for the deceased Town Officials and Employees.

Board of Selectmen Chairman, Jay Kelley, on behalf of the citizens, presented a plaque to former Selectmen Chairman, William Hallisey, for his years of faithful and dedicated service to the Town of Tewksbury, including twelve years as Selectman.

Mr. Hallisey, accompanied by his wife Mary and their daughters Jill and Lisa, received the presentation to a standing ovation.

The Temporary Moderator read the Guidelines pertaining to Town Meeting and also designated the area for Town Meeting visitors. On Wednesday, May 4, 1988, the Annual Town Meeting reconvened at 8:00 p.m., with 520 registered voters and 37 visitors in attendance.

On Thursday, May 5, 1988, the Annual Town Meeting reconvened at 8:00 p.m. 254 registered voters and 12 visitors in attendance.

On Monday, May 9, 1988, the Annual Town Meeting reconvened at 8:00 p.m. with 356 registered voters and 17 visitors in attendance.

ARTICLE 1. To choose all necessary Town Officers, to choose by ballot, Two (2) Selectmen for three years; One (1) member of the Board of Health for three years; One (1) Planning Board member for five years; Two (2) School Committee members

for three years; One (1) Regional Vocational School District Committee member for three years; One (1) Housing Authority member for five years; One (1) Trust Fund Commissioner for three years; and Two (2) Library Trustees for three years.

Already accomplished at the Annual Town Election, April 9, 1988.

ARTICLE 2. To hear and act upon reports of the various town officers; or take any other action relative thereto.

A motion was made and seconded to accept the 1987 Annual Town Report and this motion was Adopted by a voice vote. 9:02 p.m. (5-2-88)

Finance Committee Chairman, Joseph Gill, motioned to Waive the reading of the Warrant Articles and this Motion was Adopted. 9:03 p.m.

ARTICLE 3. To see if the Town will vote to fix the salaries of several elected officials for the fiscal year 1988-89.

	FY88 Present Salary	FY89 Requested Salary	FY89 Fin. Comm. Recomm.	Voted
Board of Health				
Chairman	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
Members (2)	400.00	400.00	400.00	400.00
Moderator	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
Planning Board				
Chairman	1150.00	1500.00	1150.00	1,150.00
Members (4)	800.00	1000.00	800.00	800.00
School Committee				
Chairman	3500.00	3500.00	3500.00	3500.00
Members (4)	3000.00	3000.00	3000.00	3000.00
Selectmen				
Chairman	7000.00	7000.00	7000.00	7000.00
Members (4)	6000.00	6000.00	6000.00	6000.00

MOTIONS: Finance Committee Chairman, Joseph Gill, motioned to Adopt Article 3, per the Finance Committee Recommendations.

The Temporary Moderator informed the assembly that he would read each position and mark for Debate any position, so moved, to be debated.

The Selectmen's Salaries were marked for debate.

The Finance Committee motioned to Raise and Appropriate \$7,000 for the Selectmen Chairman, and \$6,000 for the Members (4).

Mr. Neil Niven motioned for \$1500 for Selectmen Chairman and \$1250 for Members (4).

A motion was made for Selectmen Chairman \$3500, and \$3000 for Members (4).

A motion was made to Move the Question.

VOTED: The motion to Move the Question was Adopted by a voice vote 10:55 p.m. (5-2-88)

The motion for \$3500 Selectmen Chairman, and \$3000 for Members (4), failed by a voice vote. 10:55 p.m. (5-2-88)

Mr. Niven's motion failed by a voice vote. 10:55 p.m. (5-2-88)

The Finance Committee's motion for \$7000 Selectmen Chairman, and \$6,000 for Members (4) was Adopted by a voice vote. 10:55 p.m. (5-2-88)

The Finance Committee's motion to Adopt Article 3 with the Selectmen's salaries and other salaries, as recommended by the Finance Committee, was Adopted by a voice vote. 10:56 p.m. (5-2-88)

Finance Committee Chairman, Joseph Gill, motioned to adjourn the 1988 Annual Town Meeting until 8:00 p.m. Wednesday, May 4th, and this motion was Adopted by a voice vote. 10:56 p.m. (5-2-88)

ARTICLE 4. To see what sums of money the Town will vote to raise and appropriate or transfer from available funds, or otherwise, for its necessary and expedient purposes, hereinafter designated, and determine that the same be expended only for such purposes under the direction of the respective boards, committees and officers, as follows:

Corrections were made by the Finance Committee on their Recommendations for the following Departments:

CHANGE TO:

Assessors	Salary	121,607.
DPW	Salary R & A	1,454,258.
DPW	Sewer/Well Proj.	15,000.
DPW	Water Purchase	425,000.
DPW	Playing Fld-Liv. St.	0.
DPW	Holiday Decorations	0.
Police Dept.	New Positions	0.
School	Salary	11,151,003.
School	O/S Travel	1,000.
Town Manager	Rubbish Disposal	770,558.
Unclassified	Group Insurance	957,624.

MOTIONS: Finance Committee Chairman, Joseph Gill, motioned to Adopt Article 4, as corrected, in accordance with the Finance Committee's Recommendations.

School Committee Chairman, Charles LaBella, stated, "The School Committee supports the Finance Committee Recommendations".

Temporary Moderator, James Coakley, informed the assembly that he would read each Department and mark for Debate any Department, so moved to be Debated.

VOTED: The Departments NOT marked for Debate were Adopted, as Recommended by the Finance Committee, by a voice vote. 10:30 p.m. (5-5-88)

The Departments marked for Debate were:

Aging	Fire Department	Recreation
Appeals	Health	School
DPW	Police Department	Town Manager

Voted: The Departments Debated were Adopted per the Finance Committee Recommendations except for the Council on Aging which was Adopted, per the requested amount listed under Article 4, in the Warrant. (5-9-88)

Two (2) Line Items were voted to be Withdrawn:

*DPW-Holiday Decorations-Withdrawn 8:41 p.m. (5-9-88)
Police Dept.-New Positions-Withdrawn 9:13 p.m. (5-9-88)*

The Finance Committee announced "for the record" that \$6,506., Public Law 874, is included in the School Salary.

BUDGET — TOWN OF TEWKSBURY FY89

Article 4 - Annual Town Budget - Effective July 1, 1988
(To Raise and Appropriate except where noted)

Department	Salaries & Wages	Operating	Outlay
GEING	18,532	24,920	1,400
Janitorial Serv.		6,000	
Merr. Valley Home Care			1,600
PPEALS	8,738	5,000	0
SSESSORS	121,607	30,825	0
Line Items (Re-Evaluation)		45,400	
UDITOR/ACCOUNTING	56,252	1,600	0
Line Item (Accountant)	37,215		
UXILIARY POLICE		1,971	0
UILDING	148,300	9,305	0
Line Items	0		
IVIL DEFENSE	755	3,080	0
Line Item	0		
OWN CLERK	82,735	2,736	0
Line Items (Printing)		9,672	
COMMUNITY ACTION	33,504	1,125	0
OMPREHENSIVE HOUSING	1,500	100	0
Line Items (Town Manager shared Planner expenses)		1,000	
ONSERVATION COMMISSION	8,049	1,500	500
EPT. PUBLIC WORKS		859,000	172,939
Total S & W \$1,454,258			
Rev. Sharing S&W	0		
Net R&A S&W	1,454,258		
Snow/Ice Control		101,010	
School Lights		0	
Sewer/Well Project		15,000	
Well Testing		4,000	
Water Purchase		425,000	
Lrg. Meter Repair		6,000	
New Positions (2)	0		
Sewer Coordinator	0		
Water/Sewer Billing		29,000	
Roof Repair		0	
Playing Field-Livingston St.		0	
Soccer Field		0	
Lease/FE Loader		16,135	
Lowell Sewer		90,000	
oliday Decorations (Withdrawn)			
OG OFFICER	27,532	6,600	0
Line Items	0		
LECTION SALARY	20,000		
INANCE COMMITTEE	1,200	750	0
IRE DEPARTMENT		69,500	71,500
Total S&W \$2,231,207			
Rev. Sharing S&W	0		
Net R&A S&W	2,231,207		
Line Items (Work Uniforms)			7,500
(Mutual Aid)		150	
ew Positions	0		
HEALTH	61,042	14,200	256
Rubbish Col. Adm.		0	
Mental Health Assoc.			8,500
New Positions	0		
IBRARY	138,440		450
Operating-CH. 760			
Operating-CH. 140			
Operating R&A		49,350	
Line Items			7,900
(Continuation Automation Proj.)			
New Positions (4 Pages)	4,000		

Department	Salaries & Wages	Operating	Outlay
MODERATOR	500	100	0
PARKING CLERK		2,800	
PATRIOTIC ACTIVITIES		12,000	
PERSONNEL BOARD	3,825	215	0
Line Items		500	
(Personnel By-Law Book)			
PLANNING BOARD	61,438	8,100	0
POLICE DEPT.		85,707	112,139
Total S&W	2,034,375		
Rev. Sharing S&W	0		
Net R&A S&W	2,034,375		
Terminal Leave	0		
Retirement	14,158		
Out State Travel			100
New Positions (Withdrawn)			
RECREATION	15,900	54,366	0
Line Items	0		
EXCEPTIONAL CHILDREN	10,838	11,780	0
Line Items	0		
REGIONAL SCHOOL		1,373,889	
VOKE ASSESSMENT			
REGISTRARS	2,650	3,000	0
Line Items	0		
SCHOOL DEPT.	11,151,003	3,319,829	50,623
Out State Travel			1,000
SELECTMEN	70,181	36,200	5,000
Line Item	0		
TOWN COUNSEL	45,000		
TOWN HALL	39,611	26,519	0
Line Items	0		
TOWN MANAGER	130,714	6,600	0
Rubbish Collection		406,275	
Rubbish Disposal		770,558	
TREASURER/COLLECTOR	206,946	132,400	8,693
UNCLASSIFIED			
Cable TV		10,000	
NMAC		6,896	
Medicare Tax		50,000	
Street Lights		115,500	
Unemployment		5,000	
Fire & Liability		350,000	
Cemetaries		1,400	
Group Insurance		957,624	
Maturing Debt		1,640,000	
Int/Mat Debt		1,689,450	
Int/Temp Loans		250,000	
VETERANS	53,237	2,698	256
Line Items (Veterans Aid)		72,500	
WEIGHTS & MEASURES	1,400	500	0
Line Items	0		
	\$18,296,642	\$13,232,335	\$450,356

Attest:

Elizabeth A. Carey, CMCM
Town Clerk

ARTICLE 4-ANNUAL BUDGET-FISCAL 1989

TOTAL BUDGET APPROPRIATION	\$ 31,979,333.00
REVENUE SHARING	0
OTHER AVAILABLE FUNDS	0
Budget Appropriation By Taxation	\$31,979,333.00

**APPROPRIATION CERTIFICATE—
FISCAL 1989—RECAPITULATION**

TAX LEVY	\$32,192,968.
REVENUE SHARING	0.
OTHER AVAILABLE FUNDS	0.
TOTAL APPROPRIATION	\$32,192,968.

APPROPRIATIONS FOR FISCAL 1989

Article	Raise & Appropriate	Transfer	Borrow
4. ANNUAL BUDGET	31,979,333		
5. Reserve Fund	50,000		
7. Stabilization Fund		O E & D	
9. Bus Service Subsidy	34,000		
11. Retired Sen. Vol. Prog.	1,600		
13. Purchasing/Leasing Computer Equip. & Software— Various Departments	50,000		
15. Legal Analysis & Updating of Town By-Laws	5,000		
21. Remedy Asbestos	48,035	18,000 Stabilization Fund	
Problem Heath Brook School		7,000 Surplus Fund	
42. Tanager Road— Repairs & Maintenance	25,000		
TOTAL RAISE & APPROPRIATE	\$32,192,968		
TOTAL TRANSFER		\$25,000	
TOTAL BORROW			0

Attest:
Elizabeth A. Carey
Town Clerk

ARTICLE 5. To see what sum of money the Town will vote to raise and appropriate and/or transfer from Overlay Reserve for a reserve fund, pursuant to the provisions of Chapter 40, Section 6; or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned for Adoption and to Raise and Appropriate \$50,000.

VOTED: The Finance Committee's motion was Adopted by a voice vote. 9:45 p.m. (5-5-88)

ARTICLE 6. To determine what sum the Town will authorize and direct the Assessors to take from available funds to reduce the tax levy for the current year, or take any action relative thereto.

BOARD OF SELECTMEN

MOTIONS: The Finance Committee motioned for Adoption and recommended \$0 funds.

The Board of Selectmen motioned to withdraw Article 6.

VOTED: Article 6 was Withdrawn by a voice vote. 9:44 p.m. (5-2-88)

ARTICLE 7. To see what sum the Town will vote to transfer from E & D to the Stabilization Fund under the provisions of Chapter 40, Section 5B of the General Laws; or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned for Adoption and recommended \$0 funds.

VOTED: Article 6 was Adopted, per the Finance Committee's recommendation of \$0 funds, by a voice vote. 9:45 P.M. (5-2-88)

ARTICLE 8. To see if the Town will authorize the Board of Selectmen to institute suits on behalf of the Town or defend any suits that are, or may be brought against the Town, and to sign any contracts or agreements in behalf of the Town; or take any action relative thereto.

BOARD OF SELECTMEN

MOTIONS: The Finance Committee motioned for Adoption. Mr. Barry Tressler motioned to Amend. Selectman Chairman, Jay Kelley, Motioned to Amend.

VOTED: Mr. Tressler's Amendment was Defeated by a voice vote. 9:09 p.m. Selectman Kelley's Amendment was Adopted by a voice vote. 9:08 p.m. Article 8 was Adopted, as Amended, by a voice vote. 9:09 p.m. (5-5-88)

AMENDMENT: "Change Board of Selectmen to "Town Manager" throughout the Article." (Selectman Chairman, Jay Kelley)

ARTICLE 9. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of \$42,600.00 as a subsidy to obtain bus service for the Town of Tewksbury and to authorize the Board of Selectmen to execute a contract in the name and in behalf of the Town for such bus service upon terms and conditions as the Board of Selectmen deem advisable, or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned for Adoption and to Raise and Appropriate \$34,000.

VOTED: Article 9 was Adopted, per Finance Committee recommendation, by a voice vote. 10:07 p.m. (5-5-88)

ARTICLE 10. To see if the Town will vote to authorize the Board of Selectmen to sell, after first giving notice of the time and place of sale by posting such notice of sale in some convenient and public place in the Town and advertising for three successive weeks at least fourteen days before the sale, property taken by the town under tax title procedure, provided that the board of Selectmen or whomsoever they may authorize to hold such public auction may reject any bid which they deem inadequate, or take any action relative thereto.

BOARD OF SELECTMEN

MOTIONS: The Finance Committee motioned for Adoption. Mr. Barry Tressler motioned to Amend Article 10.

VOTED: Mr. Tressler's Amendment was Adopted by a voice vote. 9:06 p.m. (5-2-88)

Article 10 was adopted, as amended by a voice vote. 9:06 p.m. (5-2-88)

AMENDMENT: No property shall be sold for less than a minimum of 75% of fair market value. Fair market value, for the purpose of this Article, is defined as the greater of (a) the assessed value, or (b) the appraised value as certified by a qualified and recognized real estate appraisal firm. (Michael B. Tressler)

ARTICLE 11. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$1,600.00 to be expended by the Retired Senior Volunteer Program for the purpose of funding transportation and meals incurred by volunteers serving in the Town of Tewksbury or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned to Adopt and Raise and Appropriate \$1600.

VOTED: Article 11 was Adopted, per Finance Committee recommendation, by a voice vote. 9:40 p.m. (5-2-88)

ARTICLE 12. To see if the town will vote to amend the zoning by-laws, Section 4.6F, Automotive Service (2), paragraph . Gasoline Service Stations (2) by adding after "(2)" the following "and (10)," and by amending the "Notes for Use Regulation Schedule" by adding the following:

- (10) No owner or operator of a gasoline filling station shall allow the pumping of motor fuel for retail sale without an attendant employed by the station present to hold the gas nozzle while motor fuel is being pumped into the tank of the vehicle. Except, however, a gasoline filling station may have self-service islands as provided by the zoning by-law; provided, however, that the gasoline filling station supplies the identical facilities by type and number for service by an attendant on a so-called "full" or "mini-service island." This provision shall not apply to any self-service stations or gasoline filling stations that have self-service islands in existence at the time of the adoption of this by-law, OR take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Board of Selectmen motioned to Withdraw Article 12.

VOTED: Article 12 was Withdrawn by a voice vote. 10:50 p.m. (5-4-88)

ARTICLE 13. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$50,000.00 to be expended by the Town Manager for the purpose of purchasing and/or leasing computer equipment and related software for various Town Departments, or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned to Adopt and Raise and Appropriate \$50,000.

VOTED: Article 13 was Adopted, per the Finance Committee recommendation, by a voice vote. 9:10 p.m. (5-2-88)

ARTICLE 14. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$50,000.00 to be expended by the Town Manager, after consultation with the Municipal Building Committee, for the purpose of contracting with architectural engineering consultants to perform a study of space needs of various town departments and school administrative staff and necessary improvements to town buildings to bring them up to the most recent code compliance and energy conservation standards, and recommend possible solutions to existing space needs; and/or prepare schematic drawings for a new police station; or take any other action relative thereto.

TOWN MANAGER

MUNICIPAL BUILDING COMMITTEE

MOTION: The Finance Committee motioned for Adoption with zero (0) funding.

Town Manager, David Cressman, motioned to Withdraw Article 14.

VOTED: Article 14 was Withdrawn by a voice vote. 9:11 p.m. (5-5-88)

ARTICLE 15. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$5,000.00 to be expended by the Town Clerk to have the town by-laws studied and a legal analysis made for the purpose of reviewing, updating, and simplifying into a body of rules that are current, clear, and lawful, or take any other action relative hereto.

TOWN MANAGER

TOWN CLERK

MOTION: The Finance Committee motion to Adopt and Raise and Appropriate \$5,000.

VOTED: Article 15 was Adopted, per the Finance Committee recommendation, by a voice vote. 9:26 p.m. (5-2-88)

ARTICLE 16. To see if the Town will vote to authorize the Town Manager to enter into leasing programs with the option to purchase equipment for the Fire Department and Public Works Departments. Said contracts shall be subject to annual appropriation, or take any other action thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 16 was Adopted by a voice vote. 10:38 p.m. (5-9-88)

ARTICLE 17. To see if the Town will vote to amend the Personnel By Law. Section IV, Fringe Benefits, by making the following changes and additions to paragraphs indicated:

PROPOSED

(B) VACATION PROVISION: Vacation leave shall be granted to full-time permanent employees subject to the following provisions:

- (1) Vacation eligibility and time for town employees
- | | |
|---|---------|
| After completion of 6 mos. service | 5 days |
| After completion of 1 yrs. service | 10 days |
| After completion of 5 yrs. service | 15 days |
| After completion of 10 yrs. service | 20 days |
| After completion of 20 yrs. service | 25 days |

(C) HOLIDAY PAY: Regular full time, permanent town employees shall be paid one day at regular straight time pay for all designated holidays listed below. When these employees are scheduled to work or are called into work on a designated holiday, they shall receive time and one-half for the hours worked in addition to the holiday pay.

(1) Designated holidays shall be:

January 1; Presidents' Day, Third Monday, February; Patriots Day, Third Monday, April; Memorial Day, Last Monday, May; July 4; Labor Day; Columbus Day, Second Monday, October; Veterans' Day, November 11; Thanksgiving; Christmas, December 25; Martin Luther King Day.

When a holiday falls on Saturday, it shall be celebrated on the preceding Friday. When a holiday falls on a Sunday, it shall be celebrated on the following Monday.

(E) SICK LEAVE:

- (2) **Non-Occupational:** Every employee occupying a full-time or permanent part-time position subject to this by-law shall be allowed sick leave with pay for a period equal to the time accumulated as provided by this by law provided said leave is caused by sickness or injury, exposure to contagious disease, or on account of serious illness of the employee's immediate family. Immediate family shall be defined as: father, mother, spouse, son, daughter and also, if living in the same household; sister, brother, mother-in-law and father-in-law. Sick leave allowed under this provision shall be cumulative at the rate of 1 1/4 days per month.

- (3) Employees are eligible for one (1) personal day leave per year, not to be deducted from sick leave, and one (1) personal day leave per year to be deducted from sick leave. Personal days will be granted by the department head only for reasons of pressing personal business and with reasonable advance notification to

and authorization by the department head. Personal days shall not be accumulated from year to year.

- (4) Starting July 1, 1988, employees who do not use any sick leave during a six (6) month period shall receive one (1) day off with pay.
- (G) **DEATH BENEFIT:** All employees shall be granted funeral leave not to be deducted from sick leave, for the death of a member of the immediate family normally defined as follows: father, mother, spouse, son, daughter, sister, brother, mother-in-law, father-in-law, grandparents, brother-law-law, sister-in-law, daughter-in-law, son-in-law, grandchildren and any other relative living in the employee's household. Such absence will not normally exceed three (3) working days. At the discretion of the department head and the (Personnel Board or Board of Selectmen) two (2) additional days may be granted for exceptional emergency in the immediate family (as defined above) or the other compelling personal commitment.
- (M) The Police Chief and Deputy Police Chief will be paid Educational Incentive pay in accordance with Mass. General Laws, Chapter 41, Section 108L (Chapter 835, Acts of 1970). The Fire Chief will be paid Educational Incentive pay as described in the Agreement between the Town of Tewksbury and the International Association of Firefighters, AFL-CIO, Tewksbury Firefighters Local #1647.

or take any other action relative thereto.

PERSONNEL BOARD

PRESENT

SECTION IV. Fringe Benefits

- (B) **Vacation Provisions:** Vacation leave shall be granted to full-time permanent employees subject to the following provisions:

- (1) **Vacation eligibility and time for town employees**
- 6 mos. service as of July 1st 5 days
 - 1 years service as of July 1st 10 days
 - 5 years service as of July 1st 15 days
 - 10 years service as of July 1st 20 days
 - 20 years service as of July 1st 25 days

- (C) **Holiday Pay:** Regular full-time, permanent town employees shall be paid one day at regular straight time pay for all designated holidays listed below. When these employees are scheduled to work or are called into work on a designated holiday, they shall receive straight time for the hours worked in addition to the holiday pay.

- (1) **Designated holidays shall be:**

January 1; Washington's Birthday, Third Monday, February; Patriot's Day, Third Monday, April; Memorial Day, Last Monday, May; July 4, Labor Day; Columbus Day, Second Monday, October; Veterans' Day, November 11; Thanksgiving; Christmas, December 25; Martin Luther King Day, January 15.

- (E) **SICK LEAVE:**

- (2) **Non-Occupational:** Every employee occupying a full-time position subject to the classification and wage schedule, shall be allowed by the head of his department sick leave with pay. Sick leave allowed under this provision shall be cumulative at the rate of 1 1/4 days per month.

- (3) **One (1) free personal day per year, not to be deducted from sick time, will be allowed regular full-time permanent employees and permanent part-time employees covered by said By-Law.**

- (G) **Death Benefit:** Payment shall be made to employees, not to be deducted from sick leave, for a death of a member of the immediate family normally defined as follows:

Father, Mother, Wife, Husband, Son, Daughter, Sister, Brother, Mother-in-Law, Father-in-Law, Grandfather, Grandmother and other relatives living in the employees household. Such absence will not be normally in excess of three working days.

MOTION: The Finance Committee motioned for Adoption. Mr. Michael Skerry, Personnel Board Chairman, concurred.

VOTED: Article 17 was Adopted by a voice vote. 10:17 p.m. (5-9-88)

ARTICLE 18. To see if the Town will vote to amend the Personnel By Law, Section III, The Classification and Wage Schedule, by making the following changes:

- (e-1) **Salaries and Wages:**

PROPOSED WAGE SCHEDULE

Effective 7/1/88

FULL TIME	I	II	III	IV	V	VI
Building Commissioner	28,121	29,808	31,597	33,493	35,503	37,633
Fire Chief (Permanent)				43,609	46,226	49,000
Police Chief (Permanent)				43,609	46,226	49,000
Chief Operating Engineer	28,340	30,039	31,842	33,751	35,946	38,102
Confidential Secretary	16,886	17,898	18,972	20,111	21,317	22,596
Senior Confidential Secretary	21,317	22,596	23,953	25,389	26,912	28,529
Coordinator of Elder Affairs	16,513	17,567	18,688	19,881	21,150	22,500
Director of Public Health	26,531	28,121	29,808	31,597	33,493	35,503
Executive Secretary	28,121	29,808	31,597	33,493	35,503	37,633
Library Director	26,531	28,121	29,808	31,597	33,493	35,503
Recreation Leader	10,899	11,543	12,408	12,969	13,748	14,640
Superintendent of Public Works	34,542	36,615	38,812	41,141	43,609	46,226
Veterans Agent/Labor Service	18,976	20,115	21,323	22,603	23,960	25,398
Director/Affirmative Action Office						

PART-TIME	I	II	III	IV	V	VI
Animal Inspector	1,181	1,251	1,326	1,406	1,489	1,587
Building Custodian—Hourly	7.56	8.00	8.49	9.00	9.54	10.12
Director of Civil Defense	561	597	632	670	710	755
Director Special Needs Children	2,596	2,752	2,915	3,094	3,230	3,438
Assistant Dog Officer—Hourly	7.56	8.00	8.49	9.00	9.54	10.12
Library Page	PAID AT THE PREVAILING MINIMUM WAGE					
Plumbing & Gas Inspector	PAID ON AN ESTABLISHED FEE BASIS					
Plumbing & Gas Inspector Asst.	PAID ON AN ESTABLISHED FEE BASIS					
Recreation Assistant Leader	5,445	5,772	6,119	6,485	6,873	7,324
Sealer of Weights & Measures	1,121	1,191	1,264	1,339	1,420	1,512
Secretary—Hourly	7.56	8.00	8.49	9.00	9.54	10.12
Traffic Supervisor—Monthly	267	284	300	320	342	359
Wire Inspector	PAID ON AN ESTABLISHED FEE BASIS					

- (e-2) **Salary adjustments commencing July 1, 1988** will be equal to those granted to the Town of Tewksbury and the American Federation of State, County and Municipal Employees Local #833, for the duration of their representation by Local 833, with the exception of the position of Police Chief whose salary adjustments will be equivalent to those granted to the Tewksbury Police Department Superior Officers Association, for the duration of their representation by this association, and the Fire Chief whose salary adjustments will be equivalent to those granted to the Tewksbury International Association of Fire Fighters Local 1647, for the duration of their representation by Local #1647.

- (e-3) **All positions on a fee basis are exempt from salary adjustments.**

- (e-4) **Fees will be established as follows:**

The annual salary account for the Plumbing & Gas Inspector/Plumbing & Gas Inspector Assistant will be 50% of the average of the fees collected for plumbing, gas and sewer inspections during the previous three fiscal years.

The annual salary account for the Wire Inspector will be 50% of the average of the fees collected for wiring inspections during the previous three fiscal years.

or take any other action relative thereto.

PERSONNEL BOARD

PRESENT WAGE SCHEDULE
Effective 1/1/88

	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Confidential Secretary	15,028	15,930	16,886	17,898	18,972	20,111
Sr. Confidential Secretary	18,972	20,111	21,317	22,596	23,953	25,390
Secretary Part Time—Hourly	5.99	6.36	6.73	7.14	7.25	7.71
Executive Secretary	26,736	28,340	30,039	31,842	33,751	35,946
Traffic Supervisor—Monthly	267	284	300	320	342	359
Wire Inspector	3,680	3,902	4,134	4,383	4,647	4,950
Part Time Plumbing & Gas Insp. Asst	PAID ON AN ESTABLISHED FEE BASIS					
Plumbing & Gas Inspector	PAID ON AN ESTABLISHED FEE BASIS					
	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Veterans Agent/Labor Service	18,976	20,115	21,323	22,603	23,960	25,398
Director/Affirmative Action Officer						
Director of Civil Defense	561	597	632	670	710	755
Recreation Leader—Full Time	10,889	11,543	12,408	12,969	13,748	14,640
Rec. Asst. Leader—Part Time	5,445	5,772	6,119	6,485	6,873	7,324
Director Special Needs Children	2,596	2,752	2,915	3,094	3,230	3,438
Dental Hygienist	6,877	7,291	7,728	8,192	8,693	9,248
Director of Public Health	23,612	25,028	26,531	28,121	29,808	31,597
Animal Inspector	1,181	1,251	1,326	1,406	1,489	1,587
Assistant Dog Officer—Hourly						9.41
Bldg. Custodian	7.16	7.59	8.05	8.53	9.05	9.60
Part Time—Hourly						
Coordinator of Elder Affairs	13,381	14,184	15,035	15,938	16,894	17,992
Building Commissioner	23,612	25,028	26,531	28,121	29,808	31,597
Superintendent of Public Works	32,200	34,132	36,179	38,349	40,649	43,088
Library Director	23,612	25,028	26,531	28,121	29,808	31,597
Library Page—Part Time	PAID AT THE PREVAILING WAGE OF YOUTHS					
Sealer of Weights & Measures	1,121	1,191	1,264	1,339	1,420	1,512
Police Chief (Permanent)					42,500	45,000
Fire Chief (Permanent)					42,500	45,000

MOTIONS: The Finance Committee motioned for Indefinite Postponement. Personnel Board Chairman, Michael Skerry, motioned for adoption. Mr. Paul McAskill motioned to Amend.

VOTED: Mr. McAskill's Amendment was uncertain BY A VOICE VOTE. Mr. McAskill's Amendment Failed, by a standing count. 66 YES 76 NO 10:40 P.M. (5-4-88)

Mr. Skerry's motion to Adopt, Article 18, was Adopted by a Secret Ballot. 134 YES, 35 NO 10:50 p.m. (5-4-88)

ARTICLE 19. To see if the Town will vote to amend the Personnel By Law, Section III, Wage Schedule, as follows: by adding the following permanent part-time position and salary scale:

CHIEF ASSESSOR

I	II	III	IV	V	VI
17,185	18,216	19,309	20,468	21,696	22,998

by adding the following part-time position and salary scale:

ASSESSOR

I	II	III	IV	V	VI
5,605	5,941	6,297	6,675	7,075	7,500

by creating the following part-time positions and salary scales:

	VI
RECREATION TEAM LEADER—Weekly	250
RECREATION SENIOR COUNSELOR—Weekly	175
RECREATION COUNSELOR—Hourly	5.00

by creating the following full-time positions and salary scales:

DEPUTY POLICE CHIEF

IV	V	VI
38,000	40,280	42,696

SANITARIAN

I	II	III	IV	V	VI
18,976	20,115	21,325	22,603	23,960	25,398

by adding the following full time positions and salary scales:

AUDITOR

I	II	III	IV	V	VI
31,246	33,121	35,108	37,215	39,448	41,815

TREASURER/COLLECTOR

I	II	III	IV	V	VI
29,477	31,246	33,121	35,108	37,215	39,448

by deleting the position of DENTAL HYGIENIST, or take any other action relative thereto. **PERSONNEL BOARD**

MOTIONS: The Finance Committee motioned to Amend and Adopt Article 19.

The Personnel Board motioned to Adopt Article, as written.

VOTED: The Finance Committee's Amendment was Adopted by a voice vote. 9:50 P.M. (5-5-88)

Article 19 was Adopted, as Amended, by the Finance Committee, by a secret ballot. 171 YES, 39 NO. 10:59 p.m. (5-5-88)

AMENDMENT: "Delete the category Sanitarian."

ARTICLE 20. To see if the Town will vote to accept \$3350.00 from the Commonwealth of Massachusetts as an Equal Educational Opportunity Grant under Chapter 188 as provided for in Massachusetts General Laws; the funds to be expended by the School Committee or take any other action relative thereto.

SCHOOL COMMITTEE

MOTION: The Finance Committee motioned for Adoption and to ACCEPT \$3350.

VOTED: Article 20 was Adopted by a voice vote. 10:01 p.m. (5-2-88)

ARTICLE 21. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$95,000.00 to remedy an asbestos problem at the Heath Brook School as required by a mandated Federal Regulation; such funds to be expended by the School Committee, or take any other action relative thereto.

SCHOOL COMMITTEE

MOTIONS: The Finance Committee motioned to change their recommendation to Adopt and to:

Transfer \$18,000 from Stabilization Fund

Transfer \$ 7,000 from Surplus Fund

R & A \$48,035

Contribute \$21,965 from 1989 School Salary Account

The School Committee Chairman, Charles LaBella, informed the Assembly that the School Committee supports the Finance Committee's recommendation, with one exception. The School Committee does not see the need for the \$21,965 amount. The School Department will pay the additional cost, then the School Department will submit an Article at a Special Town Meeting for reimbursement.

The Finance Committee motioned to change the sum to \$73,035 and strike out any funds pertaining to the 1989 School Salary Account as suggested by Mr. LaBella.

VOTED: Article 21 was Adopted, per Finance Committee's changed recommendation, by a standing count. Over twenty (20) voters stood in favor of Adoption. Not one (1) voter stood opposed to Adoption. 10:26 p.m. (5-9-88)

ARTICLE 22. To see if the Town will vote to authorize the Treasurer to enter into compensating balance agreements for fiscal 1989 pursuant to Chapter 44, Section 53F of the Massachusetts General Laws, or take any other action relative thereto.

TREASURER/COLLECTOR

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 22 was Adopted by a voice vote. 9:26 p.m. (5-2-88)

ARTICLE 23. To see if the Town will vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 1988, in accordance with the provisions of the Massachusetts General Laws,

Chapter 44, Section 4, and to issue a note or notes therefore, payable within one year, and to renew any note or notes as many be given for a period of less than one year in accordance with the Massachusetts General Laws, Chapter 44, Section 17.

TREASURER/COLLECTOR

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 23 was Adopted by a voice vote. 10:11 p.m. (5-5-88)

ARTICLE 24. To see if the Town will vote to accept the provisions of CHAPTER 32-B Sec. 7A relative to the increase from 50% Town 50% employees to 90% Town 10% employees or take any other action relative thereto.

INSURANCE ADVISORY COMMISSION

MOTIONS: The Finance Committee motioned for Indefinite Postponement. Mr. Lawrence Driscoll motioned for Adoption.

VOTED: Article 24 was Indefinitely Postponed by a voice vote. 9:49 p.m. (5-2-88)

ARTICLE 25. To see if the Town will vote to accept the provisions of CHAPTER 32B Sec. 9D relative to the Town paying a certain percentage for the surviving spouse of a deceased employee or take any other action relative thereto.

INSURANCE ADVISORY COMMISSION

MOTION: Selectmen Chairman, Jay Kelley, motioned to Table Article 25.

VOTED: Article 25 was tabled by a voice vote. 10:00 p.m. (5-5-88)

MOTION: A motion was made to Remove Article 25 from the table.

VOTED: Article 25 was removed from the table by a voice vote. 10:01 p.m. (5-9-88)

MOTIONS: The Finance Committee motioned for Indefinite Postponement of Article 25.

Mr. Lawrence Driscoll motioned for Adoption of Article 25. The Finance Committee withdrew their motion for Indefinite Postponement.

VOTED: Article 25 was Adopted by a Secret Ballot—183 YES, 65 NO 10:14 p.m. (5-9-88)

ARTICLE 26. To see if the Town will vote to accept the provisions of CHAPTER 32 B Sec. 9E relative to the increase from 50% Town 50% retiree to 90% Town 10% retiree or take any other action relative thereto.

INSURANCE ADVISORY COMMISSION

MOTION: The Board of Selectmen motioned to Table Article 26.

VOTED: Article 26 was Tabled by a voice vote. 10:05 p.m. (5-5-88)

MOTION: Finance Committee Chairman, Joseph Gill, motioned to Remove Article 26 from the Table.

VOTED: Article 26 was Removed from the Table by a voice vote. 9:45 p.m. (5-9-88)

MOTIONS: The Finance Committee motioned for the Indefinite Postponement of Article 26.

Mr. Merrill Marshall motioned to Adopt Article 26.

The Finance Committee withdrew their motion for Indefinite Postponement, so as to bring the Article to an instant vote.

VOTED: Article 26 was Defeated by a Secret Ballot.

95 Yes 160 No 9:59 p.m. (5-9-88)

ARTICLE 27. To see if the Town will vote to accept the provisions of CHAPTER 32 B Sec. 10A relative to implementing a dental plan for Town employees or take any other action relative thereto.

INSURANCE ADVISORY COMMISSION MOTIONS: The Finance Committee motioned for Indefinite Postponement of Article 27. Town Manager, David Cressman, concurred.

Treasurer, Warren Carey motioned to Withdraw Article 27. Selectman, Charles Coldwell, motioned to Table Article 27, to a later time at the Annual Town Meeting.

VOTED: Article 27 was Tabled, to a later time at the Annual Town Meeting, by a Standing Count. 145 Yes, 43 No. 9:42 p.m. (5-5-88)

MOTION: Mr. Cosmo DiBiase motioned to Remove Article 27 from the Table.

VOTED: Article 27 was Removed from the Table by a voice vote. 9:15 p.m. (5-9-88)

MOTIONS: The Finance Committee motioned for Indefinite Postponement of Article 27.

Mr. DiBiase motioned for the Adoption of Article 27.

Mr. Joseph Gill motioned to Move the Question, and this motion did not receive a Second.

Selectman William Hurton suggested that the Finance Committee withdraw their motion for Indefinite Postponement, as there is a motion to Adopt, and then we would only require one (1) secret ballot.

The Finance Committee withdrew their motion for Indefinite Postponement.

VOTED: Article 27 was Adopted, as it reads in the Warrant, by a Secret Ballot. 192 Yes 82 No. 9:43 p.m. (5-9-88)

ARTICLE 28. To see if the Town will amend the Zoning By-Laws, Section 8, Non-Conforming Uses by adding a new paragraph, 8.4 as follows:

SECTION 8. NON-CONFORMING USES

- 8.1 Any building, part of a building or premises which, at the time of the adoption of this By-Law, does not conform to this By-Law, or is being put to a non-conforming use may continue to be used for the same purpose. A building not conforming in lot coverage may be rebuilt to the same coverage. (See Section 8.3)
- 8.2 Wherever a non-conforming use has been changed to a more restricted use, it shall not again be changed to a less restricted use.
- 8.3 Moreover, a non-conforming dwelling may be altered, reconstructed, or rebuilt to any size providing that it conforms to the requirements of Section 5.3. (Ref. Article 29 of the 1971 Town Meeting and Article 51 of the 1972 Town Meeting.)

(NEW SECTION 8.4 AS FOLLOWS:)

- 8.4 ANY BUSINESS, INDUSTRIAL OR INSTITUTIONAL NON-CONFORMING USE SHALL OBTAIN A SITE PLAN SPECIAL PERMIT IN COMPLIANCE WITH SECTION 4.11 OF THIS BY-LAW, PRIOR TO THE ISSUANCE OF A BUILDING PERMIT.

or take any other action relative thereto.

PLANNING BOARD

21

to rezone to entirely General Residence and Farming. Said parcels of land are described below:

Said parcels are shown on the Tewksbury Assessor's Map 108, Lots 15 through 26, inclusive, and lots 27 through 29 inclusive.

Or take any other action relative thereto.

PLANNING BOARD



MOTION: The Planning Board motioned for the Adoption of Article 31.

VOTED: Over 100 voters stood in Favor of Adoption. Not one (1) voter stood Opposed to Adoption. Article 31 was Adopted by the required 2/3's vote. 10:14 p.m. (5-4-88)

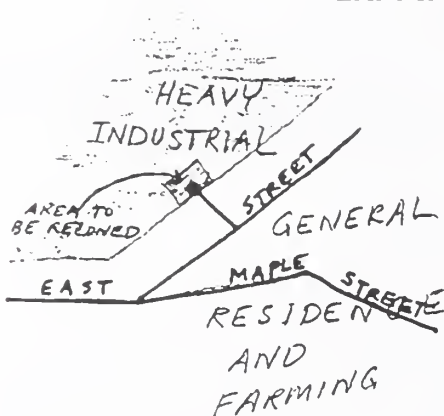
ARTICLE 32. To see if the Town will vote to amend the Tewksbury Zoning By-Laws and the associated Zoning Map by rezoning land on Karen Lee Lane from Heavy Industry to General Residence and Farming.

The land comprises 4.01 acres more or less which contains 4 lots which are currently all or partially zoned Heavy Industrial. The use is presently residential. The proposal is to rezone to entirely General Residence and Farming. Said parcels of land are described below:

Said parcels are shown on the Tewksbury Assessor's Map 89 Lots 3 through 6 inclusive.

Or take any other action relative thereto.

PLANNING BOARD



MOTION: The Planning Board motioned for the Adoption of Article 32.

VOTED: Article 32 was Adopted by a Standing Count. 281 YES, 0 No (2/3's vote required) 9:40 p.m. (5-2-88)

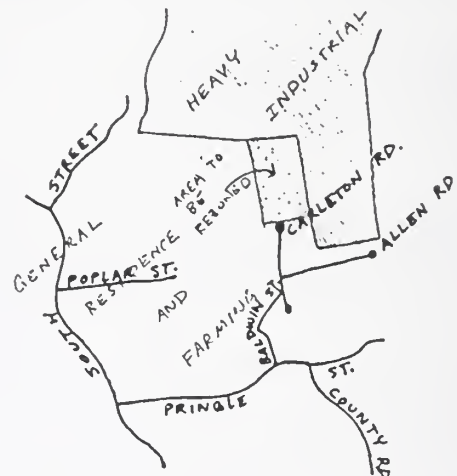
ARTICLE 33. To see if the Town will vote to amend the Tewksbury Zoning By-Laws and the associated Zoning Map by rezoning land at the end of Carleton Road from Heavy Industry to General Residence and Farming.

The land comprises 8.00 acres more or less which is currently zoned Heavy Industrial. To use is currently residential. The proposal is to rezone to entirely General Residence and Farming. Said parcel of land is described below.

Said parcel is shown on the Tewksbury Assessor's Map 107, Lot 12.

Or take any other action relative thereto.

PLANNING BOARD



MOTION: The Planning Board motioned for the Adoption of Article 33.

VOTED: At least 15 voters stood in Favor of Adoption. Not one (1) voter stood Opposed to Adoption. Article 33 was Adopted, by the required 2/3's vote. 9:44 p.m. (5-5-88)

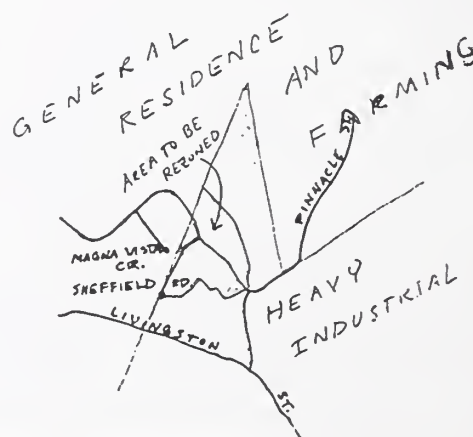
ARTICLE 34. To see if the Town will vote to amend the Tewksbury Zoning By-Laws and the associated Zoning Map by rezoning land on Lancaster Drive and Sheffield Road from Heavy Industry to General Residence and Farming.

The land comprises 36.06 acres more or less which contains 29 lots which are currently all or partially zoned Heavy Industrial. The use is currently residential. The Proposal is to rezone to entirely General Residence and Farming. Said parcels of land are described below:

Said parcels are shown on the Tewksbury Assessor's Map 77, Lots 14, 15, and 27 through 32, inclusive, and 34 through 51, inclusive and 55; and Map 78, Lots 51 through 53 inclusive.

Or take any other action relative thereto.

PLANNING BOARD



MOTION: The Planning Board motioned for the Adoption of Article 34.

VOTED: Article 34 was Adopted by a Standing Count. 293 Yes, 0 No (2/3's vote required) 9:35 p.m. (5-2-88)

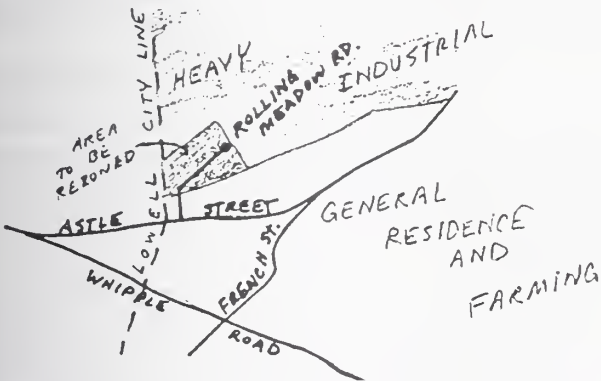
ARTICLE 35. To see if the Town will vote to amend the Tewksbury Zoning By-Laws and the associated Zoning Map by rezoning land on Rolling Meadow Road from Heavy Industry to General Residence and Farming.

The land comprises 10.00 acres more or less which contains 10 lots which are currently all or partially zoned Heavy Industrial. The use of the land is residential. The proposal is to rezone to entirely General Residence and Farming. Said parcels of land are described below:

Said parcels are shown on the Tewksbury Assessor's Map 5 Lots 10 and 11; and Map 10, Lots 60 through 67 inclusive.

Or take any other action relative thereto.

PLANNING BOARD



MOTION: The Planning Board motioned for the Adoption of Article 35.

VOTED: Over 15 voters stood in Favor of Adoption. Not one (1) voter stood Opposed to Adoption. Article 35 was Adopted by the required 2/3's vote. 10:16 p.m. (5-9-88)

ARTICLE 36. To see if the Town will vote to amend the Tewksbury Zoning By-Laws and the associated Zoning Map by rezoning land on Brian Lane from Heavy Industry to General Residence and Farming.

The land comprises 6.00 acres more or less which contains 6 lots which are currently all or partially zoned Heavy Industrial. The use is presently residential. The proposal is to rezone to entirely General Residence and Farming. Said parcels of land are described below:

Said parcels are shown on the Tewksbury Assessor's Map 97 Lots 76 through 81 inclusive.

Or take any other action relative thereto.

PLANNING BOARD



MOTION: The Planning Board motioned for the Adoption of Article 36.

VOTED: Over fifteen (15) voters stood in Favor of Adoption. Not one (1) voter stood Opposed to Adoption. Article 36 was Adopted by the Required 2/3's vote. 10:40 p.m. (5-9-88)

ARTICLE 37. To see if the Town will vote to amend the Tewksbury Zoning By-Laws and the associated Zoning Map by rezoning land adjacent to, and including part of, the abandoned railroad which connects East Street and Maple Street, from Heavy Industry to General Residence and Farming.

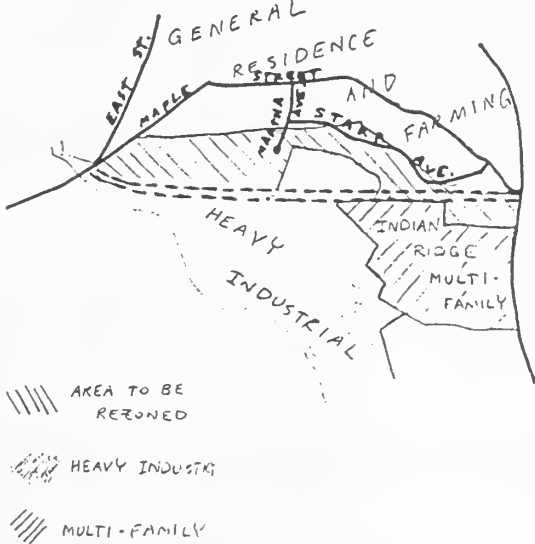
The land comprises 51.00 acres more or less which contains 41 lots which are currently all or partially zoned Heavy Industrial. The proposal is to rezone to entirely General Residence and Farming. Said parcel of land is described below.

Said 41 parcels of land totaling approximately 51.00 acres of land are situated on the northerly side of the abandoned railroad which connects Shawsheen Street to Maple and East Streets. They are also bounded by Maple Street, Martha Avenue, and Starr Avenue. Also included in the proposal is a portion of the abandoned railroad which is adjacent to the Indian Ridge Condominiums, and a 14.0 acre parcel located adjacent to said condominiums.

Said parcels are shown on the Tewksbury Assessor's Map 88, Lots 5 through 17 inclusive, 21, 32, 37, and 38; Map 100, a portion of Lot 1 which is adjacent to Lot 87, all of Lot 87, and Lots 5,6, and 8 through 12 inclusive, 14, 15, and 88; and Map 101, Lots 1 through 10 inclusive.

Or take any other action relative thereto.

PLANNING BOARD



MOTION: The Planning Board motioned for the Adoption of Article 37.

VOTED: At least ten (10) voters stood in Favor of Adoption. Not one (1) voter stood Opposed to Adoption. Article 37 was Adopted by the required 2/3's vote. 9:03 p.m. (5-5-88)

ARTICLE 38. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$10,000.00 for the purpose of reconstructing and resurfacing Laura Road, an accepted street, or take any other action relative thereto.

LEAH RITCHIE AND OTHERS

MOTION: The Finance Committee motioned to Indefinitely Postpone Article 38. Ms. Leah Ritchie motioned for Adoption.

VOTED: Article 38 was Indefinitely Postponed by a voice vote. 10:10 p.m. (5-5-88)

ARTICLE 39. To see if the Town will raise and appropriate or transfer from available funds, the sum of \$500,000.00 for the purpose of reconstructing the recreational facilities at the Livingston Street Recreational Complex, such funds to be expended at the discretion and direction of the Superintendent of the Department of Public Works, or his designee, as the case may be, after consultation with the Recreation Commission of the said Town.

RICHARD O'NEILL, JR. AND OTHERS

MOTIONS: The Finance Committee motioned for Indefinite Postponement.

Mr. Richard O'Neill motioned to Amend and Raise and Appropriate \$150,000.

VOTED: Article 39 was Indefinitely Postponed by a standing count. 193 Yes, 102 No 10:00 p.m. (5-2-88)

ARTICLE 40. To see if the Town will vote to rezone from General Residence and Farming to Light Industrial a certain parcel of land shown on Assessors Map 97, Parcel 2, bounded and described as follows:

Beginning at a point on the South side of Hill Street, thence running in three courses by land of the Town of Tewksbury.

N 70° 03' 35" E 107.00'

S 81° 51' 01" E 150.00'

S 28° 22' 20" W 168.00'

to the Side line of Hill Street thence running

N 52° 02' 30" W 199.71'

and by a curve to the right with a radius of 260.70' 15.29' to the point of beginning containing 21,625 S.F. being shown on a Plan on file with the Town Clerk.

JAMES R. DONAHUE AND OTHERS

MOTIONS: The Planning Board motioned to Indefinitely Postpone Article 40, unless a motion is made to Withdraw the Article.

A motion was made to Withdraw Article 40.

Mr. Paul Fansel motioned for Indefinite Postponement.

Mr. Fansel withdrew his motion for Indefinite Postponement.

VOTED: Article 40 was Withdrawn by a voice vote. 10:05 p.m. (5-5-88)

The 1988 Annual Town Meeting reconvened at 8:00 p.m., Thursday, May 5, 1988 by Temporary Moderator, James Coakley.

ARTICLE 41. To see if the Town will vote to amend Section 4.9 of the Zoning By-Law by adding thereto the following:

The Planning Board shall have continuing jurisdiction over Combination Use Districts currently existing, and that notwithstanding any other rule or regulation contained in the Zoning By-Law, that the Planning Board shall have authority to amend previously issued permits, grant site approval, and grant waivers for projects in the Combination Use District.

JAMES V. DeCAROLIS AND OTHERS

MOTIONS: The Planning Board informed the Assembly that they will make their Recommendation after Mr. James DeCarolus acts on his Amendment.

Mr. James DeCarolus motioned to Amend Article 41. Mr. George Donovan motioned for Indefinite Postponement.

VOTED: Mr. DeCarolus's Amendment Failed by a voice vote. 8:55 p.m. (5-5-88)

Article 41 was Indefinitely Postponed by a voice vote. 8:56 p.m. (5-5-88)

Mr. Paul Fansel motioned to Reconsider Article 41, "In hopes it doesn't prevail."

Reconsideration was Defeated by a standing count.

Not one (1) voter stood in Favor of Reconsideration. At least ten (10) voters stood opposed to Reconsideration. 8:57 p.m. (5-5-88)

Article 42 was drawn from the lottery. Since Article 43 is a related Article (Town By-Law: Article 1, Section 12), Article 43 was acted on first.

ARTICLE 42. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$10,000.00 for the purpose of engineering design, bidding and reconstruction of Tanager Road or take any other action thereto.

LILLIAN V. TUCCERI AND OTHERS

MOTIONS: The Finance Committee motioned for Indefinite Postponement. Selectman William Hurton motioned for Adoption. Town Manager David Cressman, motioned to Amend Article 42. Treasurer Warren Carey motioned to Move the Question.

VOTED: Treasurer Carey's motion to Move the Question was Adopted by a voice vote. 10:34 p.m. (5-2-88)

Town Manager, David Cressman's Amendment was Adopted by a voice vote 10:34 p.m. (5-2-88)

The Finance Committee's motion for Indefinite Postponement, Failed by a voice vote. 10:35 p.m. (5-2-88)

Selectman Hurton's motion to Adopt, as Amended, was Adopted by a voice vote. 10:36 p.m. (5-2-88)

AMENDMENT: To see if the Town will vote to Raise and Appropriate the sum of \$25,000.00 for the purpose of making repairs and maintenance on Tanager Road or take any other action relative thereto.

ARTICLE 43. To see if the Town will vote to approve Tanager Road as an accepted Street or take any other action relative thereto.

LILLIAN V. TUCCERI AND OTHERS

MOTION: The Finance Committee motioned for Indefinite Postponement. Selectman William Hurton motioned for Adoption.

VOTED: Article 43 was Indefinitely Postponed by a voice vote. 10:19 p.m. (5-2-88)

ARTICLE 44. To see if the Town will vote to abandon and close off that portion of Pennsylvania Road as shown on a plan of land entitled, Oakland Park, Plan D, Sheet One, A.J. Harty Del. dated April 23, 1907 and recorded with Middlesex North District Registry of Deeds in Plan Book 24, Plan 24, to which plan reference is hereby made for a more particular description. Said portion is bounded on the NORTHEAST by lots 1305 to 1327 inclusive; SOUTHEAST by First Street; SOUTHWEST by lots 1289 to 1266 inclusive; and NORTHWEST by Second Street, or to take any other action relative thereto.

ARMANDO DeCAROLIS AND OTHERS

MOTIONS: Mr. Armando DeCarolus motioned for Adoption. The Planning Board motioned for Indefinite Postponement. electman William Hurton concurred with the motion for Indefinite Postponement.

VOTED: Article 44 was Indefinitely Postponed by a voice vote. 3:31 p.m. (5-2-88)

ARTICLE 45. To see if the Town will vote to abandon and lose off that portion of Georgia Road as shown on a Plan of Land entitled Oakland Park, Plan B, A.J. Harty, Del. dated April 23, 1907 and recorded with Middlesex North District Registry of Deeds in Plan Book 24 Plan 22 sheet 1, Said portion is bounded on the Northeast by Brown Street; on the Southeast by lots 274, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, and 295; on the Northwest by lots 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, and 273; and on the Southwest by Brackett Street. All as shown on said plan and to which plan reference is hereby made for a more particular description, or to take any other action relative thereto.

ARMANDO DeCAROLIS AND OTHERS

MOTION: Mr. Armando DeCarolus motioned to Withdraw Article 45.

VOTED: Article 45 was Withdrawn by a voice vote. 9:41 p.m. 5-2-88)

ARTICLE 46. To see if the Town will vote to change from C.D. District Sec. 3.10-B of T.Z. (Ref. Art. 52 of 1982 Annual Town Meeting), to

PARCEL 1- To IL

PARCEL 2- TO M.F.D.

PARCEL 1 A certain parcel of land situated on Main Street in Tewksbury, Mass., being shown on a plan entitled: Villa Roma Condominiums, Tewksbury, Mass. for Deca Corp., dated, January, 1984, and revised 2/21/84 and 7/25/84 by Merrimack Engineering Services, Andover, Mass., recorded in MNRD Book 2171, Page 154, specifically sheets 2 and 3 of 9, definitive lot layout plan titled, "Property line and phasing, Villa Roma Condominiums, Tewksbury, Mass., depicted as area reserved for commercial use and further bounded and described as follows:

Beginning at the Northwest corner, at land of Donovan, on the Southerly side of Main Street, on a curve to the right: R = 1000.94' L = 113.91' along Main Street to a point at land of Christian to a point, thence

S39°-07'14" W191.0' along land of Christian to a point, thence S65°-05'14" E128.00' along land of Christian and Lucas, thence

N58°-51'35" W88.41' along land of Lucas to a point, thence along a curve to the left.

R = 20' L = 31.42' to a point on the Southerly side of Main Street to a point at land of Bradanick thence along a curve to the left,

R = 20' L = 31.42' to a point, thence

S21°-53'42" E155.64' along land of Bradanick to a point at land of Towne, thence along land now or formerly Frank Towne S35°-38'35" W for a distance of 64.60' to an iron pipe thence S34°-08'35" W along land of now or formerly Hy-Mare Inc. for a distance of 575' to a point, turning

N10°-51'25" W along a line of limit of residential development and assoc. maintenance for a distance of 340.85' continuing along same line

N45°-47'43" W, 156.23' thence continuing along same line S44°-12'17" W, for a distance of 90.00' to a point turning

N45°-47'43" W along same line for a distance of 245'. to a point, thence,

N39° 12'16" E along land now or formerly Gerald McDermott for a distance of 546.40' to a point, thence S46° 16'24" E for 200' to a point, thence 39° 09' 38" E along land N/F Fredrick Donovan for 435.60', to a point on the southerly side of Main Street, said point being the point of beginning, containing 7.4 acres more or less.

PARCEL 2—Multi-family

A certain parcel of land situated on Main Street in Tewksbury, Mass. being shown on a plan entitled, "Villa Roma Condominiums, Tewksbury, Mass. for Deca Corp., dated, Jan. 1984, and revised 2/21/84 and 7/25/84 by Merrimack Engineering Services, Andover, Mass. recorded in MNRD Book 2171 Page 154, specifically sheets 2 and 3 of 9, definitive lot layout plan titled, "Property line and phasing, Villa Roma Condominiums, Tewksbury, Mass.

Beginning at a point Northeasterly corner of Villa Roma Condominiums Residential Development, thence running along line entitled Limit of Residential Development and Assoc. maintenance, S. 45°-47'43" E for a distance of 245.00', to a point thence along same line N 44°-12'17" E for 90.00' to a point, thence along same line S45°-47'43" E for 156.00' to a point, thence continuing S10°-51'25" E along same line for 340.85' to a point along land of Hy-Mare Inc. thence S34°-08'35" W along land of Hy-Mare Inc. 1016.59' to land of the Town of Tewksbury thence N82°-31'56" W63.48' along land of the Town of Tewksbury to a point thence N 20°-53'16" W37.31' along land of the Town of Tewksbury to a point thence

N44°-52'58" W34.96' along land of the Town of Tewksbury to a point, thence N59°-33'59" W 57.36' along land of the Town of Tewksbury to a point, thence to a point at the land of Drolet, to a point thence N24°-00'53" E59.66' along land of Drolet to a point thence N30°-51'49" W 78.97' along land of Drolet and Ober to a point thence N50°-18'17" E76.50' along land of Ober to a point, thence N10°-48'42" W75.18' along land of Ober to a point, thence N60°-14'20" W70.64' along land of Ober to a point, near Rocky Ave., to a point, thence

N29°-57'23" E 86.63' along land of Sullivan to a point, thence N08°-18'47" W43.18' along land of Sullivan to a point, thence N70°-49'54" W 70.18' along land of Sullivan to a point, thence N46°-81'25" W 92.10' along land of Sullivan to a point, thence N53°-56'51" W 94.19' along land of Sullivan to a point, thence N20°-49'07" E 27.00' along land of Sullivan to a point, thence N29°-41'14" W32.99' along land of Sullivan to a point, thence N08°-53'54" W67.48' along land of Sullivan to a point, thence N06°-52'14" W45.24' along land of Sullivan to a point, thence N43°-38'10" E213.33' along land of Sullivan to a point, thence to a point at land of Kuminsky, thence

N47°-23'09" 80.46' along land of Kuminsky to a point at land of McDermott, thence

S35°-47'27" E127.42' along land of McDermott to a point, thence

N39°-12'17" E147.83' along land of McDermott to an iron pipe, thence N39°-12'17" E along land of McDermott to the point of beginning containing 12.745 acres more or less.

JAMES V. DeCAROLIS AND OTHERS

MOTIONS: The Planning Board motioned for Indefinite Postponement of Article 46.

Mr. James DeCarolus motioned to Amend.

VOTED: Mr. DeCarolus's Amendment Failed, by a voice vote. 10:55 p.m. (5-9-88)

Article 46 was Indefinitely Postponed by a voice vote. 10:56 p.m. (5-9-88)

Finance Committee Chairman, Joseph Gill, motioned to Adjourn the 1988 Annual Town Meeting, sine die.

Mr. Gill's motion was Adopted by a voice vote. 10:56 p.m. (5-9-88)

ARTICLE 47. To see if the Town will vote that property owners and/or their prospective buyers of property located on Main Street, Rt. 38N, Tewksbury, MA., being in agreement to share the "burden" of expense apportionately (according to ownership) in the tying in of sewer line toward Rte. 495 from the Pleasant St.—Main St. location.

These same property owners also request that the "Town of Tewksbury" contribute their share of the burden with the properties they own along Main St. referred to as 918 Main Street consisting of approximately 2.52 acres and 935 Main Street currently used for the Police Department.

The "Town" should be in full agreement as to the potential economic growth for its fellow citizens as well as the increased property value its own properties would generate while being held in inventory.

With a new transition rising in Tewksbury, installing these sewer lines could prevent future development problems and

cure possible existing problems, creating a positive growth for itself and that the sum of \$144,540.00 be raised and appropriated or transferred from available funds for said article. Or take any other action relative thereto.

CAROLYN C. BOVA AND OTHERS

MOTION: The Finance Committee motioned for Indefinite Postponement of Article 47.

A Visitor requested to speak to the Assembly and this request was Seconded.

Selectman Charles Coldwell motioned to Move the Question and this motion did not receive a Second.

VOTED: The request for the Visitor to Address the Assembly was Adopted by a voice vote. 10:56 p.m.

Article 47 was Indefinitely Postponed by a voice vote. 11:03 p.m. (5-4-88)

The Moderator Adjourned the 1988 Annual Town Meeting until May 5, 1988 at 8:00 p.m.

ATTEST:

Elizabeth A. Carey, CMC
TOWN CLERK

Special Town Meeting February 17, 1988

Tewksbury Memorial High School
Pleasant Street
February 17, 1988

Called by proper Warrant, Moderator William Hurton convened the Special Town Meeting at 8:00 p.m.

The Moderator read the Town Meeting Guidelines regarding voting and the visitors section and emphasized that all voters must have their voter identification ribbon conspicuously displayed so as to be counted by the counters.

There were 219 voters and 32 visitors in attendance.

Finance Committee Chairman, Joseph Gill, motioned to waive the reading of the Warrant Articles.

VOTED: Motion was adopted by a voice vote. 8:06 p.m.

ARTICLE 1. To see if the Town will vote to transfer from E & D a sum of money to bring town sewerage down to 89 Trull Road, or take any other action relative thereto.

BOARD OF SELECTMEN/TOWN MANAGER

MOTION: The Board of Selectmen motioned to Withdraw Article 1.

VOTED: Article 1 was Withdrawn by a voice vote. 8:09 p.m.

ARTICLE 2. To see if the Town will vote to transfer from available funds the sum of \$86,000.00 for engineering services to prepare a Water Distribution System Study and related expenses for modification and additions to the Town's Water System or take any other action relative thereto.

BOARD OF SELECTMEN/TOWN MANAGER

MOTION: The Finance Committee motioned to Adopt and to Transfer \$75,000.00 from E & D, for the purpose of this Article.

VOTED: The Finance Committee's motion to Adopt and Transfer \$75,000.00 from E & D, for the purpose of this Article, was Adopted by a voice vote. 8:09 p.m.

ARTICLE 3. To see if the Town will vote to transfer from Phase I sewer the sum of \$386,000.00 to Article 5 of the May 6, 1987, special town meeting, or take any other action relative thereto.

BOARD OF SELECTMEN/TOWN MANAGER

MOTION: The Finance Committee motioned to Adopt and Transfer \$386,000.00 from Phase I sewer to Article 5 of the May 6, 1987, Special Town Meeting.

VOTED: The Finance Committee's motion to Adopt and Transfer \$386,000.00 from Phase I sewer to Article 5 of the May 6, 1987, Special Town Meeting was Adopted by a voice vote. 8:11 p.m.

ARTICLE 4. To see if the Town will vote that the Division of Civil Services be directed to permit Kevin O'Keefe, 22 Delehanty Drive, Tewksbury, Mass. 01876 to take an examination for the position of Police Officer, notwithstanding that his age exceeds the maximum age requirement for certification and further, if necessary, to authorize the Board of Selectmen to petition the General Court to enact a Special Act permitting said Kevin O'Keefe to take an examination for the position of Police Officer, notwithstanding that his age exceeds the maximum requirement for certification and appointment to said position, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTIONS: The Finance Committee motioned for Adoption of Article 4. Mr. Joseph Brown motioned for Indefinite Postponement.

Mr. Brown also requested a standing count on this vote.

VOTED: Mr. Brown's request for a standing count failed by a voice vote. 8:17 p.m.

Mr. Brown's motion for Indefinite Postponement failed by a voice vote. 8:18 p.m.

The Finance Committee's motion to Adopt was Adopted by a voice vote. 8:18 p.m.

ARTICLE 5. To see if the Town will vote to transfer from available funds the sum of \$12,255.15 for the purpose of paying legal fees and expenses to Brown, Rudnick, Freed & Mesmer. Said sum to be paid in connection with appeal of Merrimack Meadows Corp. or take any other action relative thereto.

BOARD OF SELECTMEN

MOTIONS: The Finance Committee motioned to correct the error on the Finance Committee's Recommendation sheet and motioned to Adopt and Transfer from Free Cash/E & D \$12,255.15, for the purpose of Article 5.

Mr. Richard Johnson motioned for Indefinite Postponement.

VOTED: Mr. Johnson's motion for Indefinite Postponement failed by a voice vote. 8:29 p.m.

Seven voters requested a Standing Count.

Mr. Johnson's motion for Indefinite Postponement failed. 7 Yes 85 No 8:32 p.m.

The Finance Committee's motion to Adopt and Transfer from Free Cash/E & D \$12,255.15, for the purpose of Article 5, was adopted by a voice vote. 8:33 p.m.

ARTICLE 6. To see if the Town will vote to authorize the Board of Selectmen to petition the state legislature to amend Chapter 275 of the Acts of 1986 and Chapter 336 of the Acts of 1987, an article establishing a Selectmen-Town Manager form of Government by adding the following Section 13 "(a) Appointment and removal of building commissioner and assistant building commissioner: the positions of building commissioner and assistant building commissioner shall be appointed by the town manager and the removal of the building commissioner or assistant building commissioner shall be by the Town Manager. They may be removed for just cause only, and no such removal shall occur within ninety days following any town election that has caused a change in the composition of the Board of Selectmen. They shall be given written notice at least fourteen days prior to the date of removal, which shall specify the reasons for such removal. At their request in writing, a public hearing shall be held by the Board of Selectmen on the cause for such removal, and after hearing the Board of Selectmen shall by majority vote either confirm such removal or reinstate the building commissioner or the assistant building commissioner." Or take any other action relative thereto.

BOARD OF SELECTMEN

MOTIONS: The Finance Committee motioned to Adopt Article 6. Mr. Michael B. Tressler motioned to Amend Article 6. Selectman Jay Kelley motioned to Table Article 6 and he will make a motion later in the meeting to "Take it off the table."

VOTED: Selectman Kelley's motion to Table Article 6, was in doubt by a voice vote. 8:39 p.m.

The Moderator conducted a Standing Count.

Selectman Kelley's motion to Table Article 6 was Adopted. 75 Yes 26 No 8:42 p.m.

MOTION: Selectman Kelley motioned to take Article 6 off the table.

VOTED: Selectman Kelley's motion to take Article 6 off the table was Adopted by a voice vote. 9:17 p.m.

MOTIONS: The Finance Committee motioned to Adopt Article 6, as Amended, by the Amendment previously submitted by Mr. Tressler.

VOTED: Mr. Tressler's Amendment was Adopted by a Voice Vote. 9:18 p.m.

The Finance Committee's motion to Adopt Article 6, as Amended, was Adopted by a Voice Vote. 9:19 p.m.

AMENDMENT: At the end of the Article, just before the sentence "Or take any other action relative thereto," add the following:

Said written request for the public hearing shall be made to the Board of Selectmen or through their office on or before the said date of removal. Said public hearing shall be held no later than fourteen days after the said date of removal. Said vote of the Board of Selectmen shall occur no later than seven days after said public hearing. If, after a written request for said public hearing is properly made as prescribed herein, either said public hearing or said vote of the Board of Selectmen is not held as prescribed herein, except for acts of God, the removed individual shall be automatically reinstated with full pay and benefits retroactive to the date of removal.

ARTICLE 7. To see if the Town will vote to transfer certain previously appropriated sums of money to specific existing accounts or take any other action relative thereto.

FROM		TO	
E&D	\$ 5,400	Police Salary (reg)	\$ 5,400
E&D	\$34,750	D.P.W. Salary (reg)	\$34,750
E&D	\$63,750	D.P.W. Operating	\$63,750
Town Manager	\$ 2,000	Selectmen's Salary	\$ 2,000
Salary Account		Overtime Account	
Town Manager	\$ 4,500	Town Manager	\$ 4,500
Salary Account		Expense Account	
Selectmen Capital	\$ 5,000	Negotiator/Consultant	\$ 5,000
Outlay		Account	
Selectmen Capital	\$ 5,300	Cable TV.	\$ 5,300
Outlay		Account	
Selectment Capital	\$ 800	Town Hall	\$ 800
Outlay		Utilities	
Town Manager	\$ 3,500	Town Hall	\$ 3,500
Screening Committee		Utilities	

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned to add the following amounts:

FROM		TO	
E&D	\$5,400	Police Salary (reg)	\$5,400

and change the following amounts, and Adopt Article 7.

FROM		TO	
E&D	\$34,750	D.P.W. Salary (reg)	\$34,750

VOTED: Article 7 was Adopted, as recommended by the Finance Committee, by a voice vote. 8:44 p.m.

ARTICLE 8. To see if the Town will vote to transfer from available funds to the Auditor's Salary Account the sum of \$1,835.00. The purpose of this article is to raise the Auditor's Salary to the minimum required by the Town Charter.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned to Adopt and Transfer from E & D \$1,835.00 to the Auditor Salary Account.

VOTED: Article 8 was Adopted by a voice vote. 8:45 p.m.

ARTICLE 9. To see if the Town will vote to amend the Tewksbury Town By Laws by adding under Article IX General a new "Section 15 Minimum Educational and experience requirements for all appointed financial officers. Financial Officers shall be defined as Treasurer/Collector, Auditor and Members of the Board of Assessors. These requirements will not be applied to financial officers who were in office at the time of the adoption of the Charter by the Tewksbury Special Town Meeting of May 6, 1986. The Town Manager can appoint a financial officer without these qualification for a period of time not to exceed one hundred and twenty (120) days." The Auditor shall possess a Bachelor's Degree in accounting or business administration and five years relevant experience. The Treasurer/Collector shall possess BS in Accounting or Finance. Knowledge of municipal finance laws and data processing and five years of supervisory experience. Knowledge of investment and cash management extensive experience in the collection, custody and accounting of large sums of money, preferable in municipal operations. Members of the Board of Assessors shall hold professional designation of MAA or CMA preferred; or candidate for CMA, ASRA or like designation may be considered."

Or take any other action relative thereto.

BOARD OF SELECTMEN

MOTIONS: The Finance Committee motioned to Indefinitely Postpone Article 9.

School Committee Member, Donna Colella motioned to Amend Article 9.

Selectman Paul Sullivan motioned to Adopt Article 9.

VOTED: Ms. Colella's Amendment failed by a voice vote. 9:15 p.m.

The Finance Committee's motion for Indefinite Postponement was Adopted by a voice vote. 9:16 p.m.

ARTICLE 10. To see if the Town will vote to raise and appropriate or transfer available funds the following sums of money for the purpose of paying outstanding bills to take any other action relative thereto:

**Items below the line were not acted upon.*

Garland Radiological Assoc.....	\$ 177.00
Edward J. Staffier, M.D.....	1,175.00
Donald M. Kaplan, M.D.....	100.00
Whidden Anesthesia Assoc.....	756.00
Whidden Memorial Hospital.....	4,170.15
Sub Total.....	\$6,378.15
	+ \$350.00 = \$6,728.15

Southern Maine Medical Center.....	\$ 2,184.40
St. Elizabeth's Cardiovascular Professional.....	22.00
St. Elizabeth's Hospital.....	5,914.12
Nathan E. Wilson, M.D.....	203.00
Southern Maine Radiology Association.....	12.00
Bartlett Radiological Association.....	107.00
S.E.H. Radiology, Inc.....	21.00
Tewksbury Pharmacy.....	333.35
Jerold M. Weiner, M.D.....	325.00

St. John's Hospital.....	3,057.00
Sub Total.....	\$12,178.87
GRAND TOTAL.....	\$18,557.02

JAMES J. MORRIS, CHIEF
FIRE DEPARTMENT

MOTION: The Finance Committee informed the Moderator that they had a correction in Article 10. Change \$6,378.15 to \$6,728.15; as Chief Morris had an additional bill. The Finance Committee motioned to Adopt and to Transfer from E & D \$6,728.15 to the Fire Department Operating Account.

VOTED: Article 10, was Adopted, as recommended by the Finance Committee, by a voice vote. 9:20 p.m.

ARTICLE 11. To see if the Town will vote to accept Chapter 148, Section 28G of the Massachusetts General Laws: Automatic Sprinklers Not Otherwise Regulated, or act in relation thereto.

JAMES J. MORRIS, CHIEF, FIRE DEPARTMENT

MOTION: Fire Department Chief, James Morris, motioned to Adopt Article 11.

VOTED: Article 11 was Adopted by a Secret Ballot. 108 Yes 12 No 9:31 p.m.

ARTICLE 12. To see if the Town will vote to transfer the amount of \$3,344.00 the balance in the septage disposal account to Board of Health operating to be expended by the Board of Health for restaurant inspections, or take any other action relative thereto.

BOARD OF HEALTH

MOTIONS: The Finance Committee motioned to Indefinitely Postpone Article 12.

Board of Health Member, William Lindsey, motioned to Adopt Article 12.

VOTED: Article 12 was Indefinitely postponed by a voice vote. 9:36 p.m.

ARTICLE 13. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money, for payment of the Town's share of the Federal Medicare Tax, assessed by the Internal Revenue Service to the Town of Tewksbury for fiscal 1988, and intended to include monies to reimburse the Group Health Insurance Account.

TREASURER/COLLECTOR

MOTION: The Finance Committee motioned to Adopt and Transfer from E & D \$20,000.00 to the Town Share Medicare Tax Account, for the purpose of Article 13.

VOTED: Article 13, as recommended by the Finance Committee, was Adopted by a voice vote. 9:37 p.m.

ARTICLE 14. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$2,200.00 and transfer said sum to the Library salary account for the purpose of paying terminal leave to retiring employee Jean Mann.

BOARD OF LIBRARY TRUSTEES

MOTION: The Finance Committee motioned to Adopt and Transfer from E & D \$2,200.00 to the Library Salary Account, for the purpose of Article 14.

VOTED: Article 14, as recommended by the Finance Committee, was Adopted by a voice vote. 9:38 p.m.

ARTICLE 15. To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of \$15,320.00 for the purpose of purchasing four (4) Mobile Radios for the Police Department, or take any other action relative thereto.

JOHN F. SULLIVAN, CHIEF OF POLICE

MOTION: The Finance Committee motioned to Adopt and transfer from E & D \$15,320.00 to the Police Department Capital Outlay Account, for the purpose of Article 15.

VOTED: Article 15, as recommended by the Finance Committee, was Adopted by a voice vote. 9:39 p.m.

ARTICLE 16. To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of \$14,180.00 for the purpose of replacing Car 15 which was stalled on 12/16/87, or take any other action relative thereto.

JOHN F. SULLIVAN
CHIEF OF POLICE

MOTION: The Finance Committee motioned to Adopt and transfer from E & D \$14,180.00 to the Police Department Capital Outlay Account, for the purpose of Article 16.

VOTED: Article 16, as recommended by the Finance Committee, was Adopted by a voice vote. 9:39 p.m.

ARTICLE 17. To see if the Town will vote to amend the Personnel By Law, Section III, WAGE SCHEDULE, to create the following position and salary scale:

CHIEF OPERATING ENGINEER

I	II	III	IV	V	VI
28,340	30,039	31,842	33,751	35,946	38,102

or take any other action relative thereto.

PERSONNEL BOARD

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 17 was Adopted, as recommended by the Finance Committee, by a voice vote. 9:41 p.m.

ARTICLE 18. To see if the Town will vote to amend the Tewksbury Zoning By-Laws and the associated Zoning Map by changing a certain parcel of land at 361 Main Street. The land comprises 1.03 acres more or less and is currently zoned

General Residence and Farming and is shown on Tewksbury Assessor's Map 22, Lot 17. The proposal is to rezone to Light Industrial. The said parcel of land as described below.

Said parcel of land contained 49,800 square feet of land is situated on the westerly side of Pike Street and the southerly side of Astle Street and bounded as follows: EASTERLY by Pike Street, three hundred and no/100 (300.00) feet; SOUTHERLY by land n/f of William W. Colmer, one hundred sixty-six and no/100 (166.00) feet; WESTERLY by land n/f of Bruce D. Mulno, three hundred and no/100 (300.00) feet; NORTHERLY by Astle Street, one hundred sixty-six and no/100 (166.00) feet. Or take any other action relative thereto.

RALPH SINCLAIR AND OTHERS

MOTION: The Finance Committee informed the Assembly that they had no recommendation.

Planning Board Chairman, Robert Fowler, motioned for the Adoption of Article 18.

VOTED: Mr. Fowler's motion for Adoption was unanimously Adopted by the required two-third vote.

106 Yes 0 No. 9:46 p.m.

Finance Committee Chairman, Joseph Gill, motioned to adjourn the February 17, 1988, Special Town Meeting, sine die.

The Motion was Adopted by a voice vote. 9:46 p.m.

ATTEST:

Elizabeth A. Carey, CMC
Town Clerk

Special Town Meeting May 4, 1988

Tewksbury Memorial High School

Pleasant Street

Wednesday, May 4, 1988

Called by proper Warrant the Special Town Meeting was convened at 7:00 p.m., May 4, 1988, by Town Clerk, Elizabeth Carey, presiding until the election of a Temporary Moderator.

Mrs. Carey made this election the first Order of Business and informed the Assembly that the same procedure would be used for the election of the Temporary Moderator, for the Special Town Meeting, as that process used Monday evening at the May 2, 1988, Annual Town Meeting.

Nominations were accepted from the floor and Mr. James Coakley was the only name submitted and his nomination was properly seconded.

Since there was just a single candidate, a voice vote was conducted by the Town Clerk and Mr. Coakley was unanimously voted to preside as Temporary Moderator for the May 4th, Special Town Meeting and was sworn to his office by Mrs. Carey.

There were 520 registered voters and 37 visitors in attendance.

Ballots cast for Temporary Moderator

Nominee Name	Votes Received
James Coakley	Unanimous Voice Vote

ARTICLE 1. To see if the Town will vote to transfer certain previously appropriated sums of money to below listed accounts or take any other action relative thereto.

FROM	TO	
Water Dist. Study	E & D	\$ 75,000.00
Andover/North St.	Water Dist. Study	75,000.00
Water Main Project		
E & D	Fire Operating Utilities	2,820.00
	Personal Expenses	6,800.00
E & D	Library Salaries	2,000.00
	(Sick time/vacation)	
E & D	Library Operating	2,500.00
	(Supplies & services)	
Fire Salaries	Unclassified Group Ins.	111,000.00
E & D	Unclassified Group Ins.	4,000.00
E & D	Public Works/Water	67,000.00
	Purchase	
E & D	Veterans Aid	18,076.00
E & D	Police Salaries Overtime	4,800.00
E & D	Police Operating (supplies)	2,600.00
E & D	Police Operating	1,200.00
	(purchase/services)	
E & D	Police Operating	3,446.00
	(other charges & expenses)	
Article 16	Police Management Study	9,305.00
(9/28/87 S.T.M.)		
E & D	Police Renovations	13,936.00
E & D	Selectmen Operating	1,875.00
	(reports & warrants)	
E & D	Dog Officer Operating	314.00
	(supplies & services)	

FROM	TO	
E & D	Dog Officer Maintenance	680.00
Overlay Surplus	Dog Officer Maintenance	3,288.00
Overlay Surplus	Building Dept.—Outlay	1,895.08
Overlay Surplus	Town Hall Operating	1,552.00
Overlay Surplus	Town Counsel	12,860.00
Overlay Surplus	Selectmen-Neg. Consultant	6,500.00
Private School Busing	Art. 5 (2/17/88) S.T.M.	35,441.25
	Legal Fees & Expenses	
Overlay Surplus	Police Management Study	10,694.05

Transfer From	To		Fin. Comm. Recom.	Voted
Water Dis. Study	E & D	\$ 75,000	\$ 75,000	\$ 75,000
Andover/North St. Water Main Project	Water Dist. Study	75,000	42,000	42,000
E & D	Fire Operating Utilities	2,820	0	0
Fire Operating	Personal Expenses	6,800	6,800	6,800
E & D	Library Salaries (sick time/vacation)	2,000	2,000	2,000
E & D	Library Operating (supplies & services)	2,500	2,500	2,500
Fire Salaries	Unclass. Group Ins.	111,000	111,000	111,000
E & D	Unclass. Group Ins.	4,000	4,000	4,000
E & D	Public Works/Water Purchase	67,000	67,000	67,000
E & D	Veterans Aid	18,076	18,076	18,076
E & D	Police Sal. Overtime	4,800	4,800	4,800
E & D	Police Operating (supplies)	2,600	2,600	2,600
E & D	Police Operating (purchase/services)	1,200	1,200	1,200
E & D	Police Operating (other charges & expenses)	3,446	3,446	3,446
Article 16 (9/28/87 S.T.M.)	Police Management Study	9,305	8,000	8,000
E & D	Police Renovations	13,936	13,936	13,936
E & D	Selectmen Operating (reports & warrants)	1,875	1,875	1,875
E & D	Dog Officer Operating (supplies & services)	314	314	314
E & D	Dog Officer Maintenance	680	680	680
Overlay Surplus	Dog Officer Mainten.	3,288	3,288	3,288
Overlay Surplus	Building Dept.-Outlay	1,895.08	1,895.08	1,895.08
Overlay Surplus	Town Hall Operating	1,552	1,552	3,170
Overlay Surplus	Town Counsel	12,860	12,860	12,860
Overlay Surplus	Selectmen-Neg. Consult.	6,500	7,852.50	7,852.50
Private School Busing	Art. 5 (2/17/88) S.T.M.	35,441.25	0	0
	Legal Fees & Expenses			
Overlay Surplus	Police Mgmt. Study	10,694.05	12,000	12,000
		TOTAL	\$406,292.58	

Finance Committee Chairman, Joseph Gill, motioned for a correction on the Finance Committee's Recommendations.

Transfer From:

Overlay Surplus To: Town Hall Operating \$3,170.00

The Finance Committee motioned to Adopt, Article 1, with two (2) exceptions:

1. Transfer From: E & D To: Fire Operating Utilities 0
2. Transfer From: Private School Busing
To: Art. 5 (2/17/88) S.T.M. Legal Fees & Expenses 0

Fire Chief James Morris, "not debating Utilities but questioning Personal Expenses," requested a clarification of the printed warrant and Finance Committee Recommendations.

Town Manager, David Cressman, explained that the questioned item should appear as, "Fire Operating/Personal Ex-

penses," and the Finance Committee concurred that it should be so listed and the Moderator accepted this wording for the Article and the Finance Committee Recommendation.

All items corrected and listed under the Finance Committee Recommendations EXCEPT for Private School Busing were Adopted by a voice vote. 7:19 p.m.

Mr. Joseph Brown motioned to Adopt and Transfer From: Private School Busing, to: Article 5 (2/17/88) S.T.M., Legal Fees & Expenses, \$35,441.25.

The Finance Committee motioned to Adopt and Transfer from private school busing, to Article 5 (2-17-88) S.T.M., Legal Fees & Expenses, 0 amount.

The Finance Committee's motion for 0 amount was Adopted by a standing count. 224 Yes 49 No 7:33 p.m.

ARTICLE 2. To see if the Town will vote to raise and appropriate a transfer from available funds the sum of \$70.00 for the purpose of paying Chelmsford Medical Associates, an outstanding bill of a previous year or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned to Adopt and Transfer \$70.00 from E & D, for the purpose of Article 2.

VOTED: The Finance Committee's motion was Adopted by a Voice Vote. 7:34 p.m. (5-4-88)

ARTICLE 3. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$30,000.00 and authorize the Town Manager to establish a special account and expend said monies for the design and reconstruction of the Route 38 and Town Common area whereby funds from the Commonwealth of Massachusetts shall be deposited in said account, or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned to Adopt and Transfer \$30,000 from the 1987 Town Manager Salary Account, to the Town Manage Route 38 Account.

VOTED: The Finance Committee's motion was Adopted by a voice vote. 7:34 p.m. (5-4-88)

ARTICLE 4. To see if the Town will vote to amend the Town By-Laws by adding to Article IX General a new section 14 Discharge of Firearms as follows:

"Article IX General Section 14 Discharge of Firearms"

Within the Town limits of Tewksbury, Massachusetts no person or persons shall discharge any firearm, air or gas operated gun of any kind.

Except under the following conditions:

- (1) All law enforcement officers, whether federal, state or municipal in the lawful performance of their duties.
- (2) The discharge of firearms using blank ammunition in fulfilling but not limited to the needs of historical, ceremonial, competitive and sporting activities.
- (3) Contractors using powder-fired charge tools at a construction site.
- (4) Persons or persons at an authorized target range.

The police chief may issue permits for target ranges and shall inspect such places and establish safety requirements for their use. The permit shall be valid for one year and may be revoked for cause at any time by the police chief."

Or take any other action relative thereto.

TOWN MANAGER, CHIEF OF POLICE

MOTIONS: The Finance Committee offered no recommendation. Police Chief John Mackey motioned to Amend.

Mr. Michael Carroll motioned to Amend.

Mr. Josephine Fisher motioned to Amend.

Mr. Edward Sullivan motioned for Indefinite Postponement.

Selectman William Hurton motioned to Move the Question.

The Moderator recessed the May 4, 1988 Special Town Meeting 8:00 p.m. to reconvene the 1988 Annual Town Meeting.

Selectman William Hurton motioned to recess the 1988 Annual Town Meeting until Article 4 of the May 4, 1988, Special Town Meeting was completed.

Selectman Hurton's motion was Adopted by a voice vote. 8:01 p.m.

VOTED: Selectman Hurton's motion to Move the Question was Adopted. 8:17 p.m.

Ms. Fisher's Amendment was uncertain by a voice vote. 8:20 p.m.

Ms. Fisher's Amendment Failed by a standing count. 8:25 p.m. 250 Yes, 207 No.

Mr. Carroll's Amendment Failed by a standing count. 8:30 p.m.

235 Yes, 225 No

Chief Mackey's Amendment was Adopted by a standing count. 8:35 p.m. 239 Yes, 127 No.

Mr. Sullivan's motion for Indefinite Postponement Failed by voice vote. 8:35 p.m.

even (7) voters requested a standing count.

The motion for Indefinite Postponement Failed. 8:40 p.m. 146 Yes, 233 No.

Article 4, as Amended by Police Chief Mackey, was Adopted by a standing count. 8:45 p.m. 250 Yes, 110 No.

Mr. Paul Fansel motioned to Reconsider Article 4, "in hopes doesn't prevail."

Mr. Fansel's motion for Reconsideration Failed by an obvious 3's vote. 67 Yes, 225 No. (194.6) 8:50 p.m.

AMENDMENT: After Number (4) add:

Number (5) Citizens in the lawful defense of themselves or others.

replace last paragraph with the following:

The Board of Selectmen with the approval of the Chief Executive Officer of this Town and the Police Chief, may issue permits or licenses to maintain or operate rifle, pistol and revolver ranges which permits or licenses may, at any time, be revoked by the Chief Executive Officer and Board of Selectmen with just cause.

violation of this By-Law shall result in the following:

First Offense: A Warning

Second or Subsequent Offense: A \$50.00 fine and forfeiture of the weapon.

Selectman Chairman, Jay Kelley motioned to continue the May 4, 1988 Special Town Meeting.

Mr. Paul McAskill motioned to adjourn the Special Town Meeting until Thursday evening.

Selectman Hurton called for a Point of Order. "There is a motion already on the floor, if that motion fails we will return to the Annual Town Meeting."

Selectman Kelley's motion to continue the Special Town Meeting was Adopted on a voice vote. 8:57 p.m.

The May 4, 1988 Special Town Meeting continued.

ARTICLE 5. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$40,000 to be expended by the Town Manager for the purpose of continuing construction of the Soccer Fields off North Street or take any other action relative thereto.

TEWKSBURY YOUTH SOCCER LEAGUE

MOTION:

VOTED:

ARTICLE 6. To see if the Town will vote to name the North Street Soccer Fields the "Sal Frasca Memorial Complex," or take any other action relative thereto.

TEWKSBURY YOUTH SOCCER LEAGUE

MOTIONS: The Finance Committee had no recommendation.

Mr. Edward Flanagan motioned to Adopt Article 6, as it stands in the Warrant.

VOTED: Article 6 was Adopted by a voice vote. 9:15 p.m.

ARTICLE 7. To see if the Town will vote to raise and appropriate or transfer, from available funds the sum of \$20,000 for the purpose of installing 740'6" water main and its appurtenances on Marston Street. Said sum to be expended by the Town Manager and take any other action relative thereto.

ROSEMARY DURKIN AND OTHERS

MOTIONS: The Finance Committee motioned for Indefinite Postponement.

Mrs. Durkin motioned to Raise and Appropriate \$20,000.00.

Treasurer Warren Carey motioned to amend Article 7.

Mr. Paul Fansel motioned to Amend Article 7.

VOTED: Mr. Fansel's Amendment was Adopted by a voice vote. 9:22 p.m.

Treasurer Carey's Amendment was Adopted by a voice vote. 9:24 p.m.

Article 7 was Adopted as Amended by a voice vote. 9:24 p.m.

AMENDMENTS: Amend Article 7 by striking the number "6" from the second line (Paul J. Fansel)

To see if the Town will vote to transfer the sum of \$10,000 from the Andover/North Street Watermain Project for the purpose of installing 740' of 6" watermain and its appurtenances on Marston Street. Said sum to be expended by the Town Manager or take any action relative thereto.

(TREASURER CAREY)

ARTICLE 8. To see if the Town will vote to amend the Tewksbury Zoning By-Laws and the associated Zoning Map by changing a certain parcel of land at 20 Carter St. The land comprises 7.398 acres more or less and is currently mixed in zoning, containing 5.359 acres more or less of Heavy Industrial zoned land and 2.039 acres more or less of General Residence and Farming zoned land, and is shown on Tewksbury's Assessor's Map 103, Lot 113. The Proposal is to rezone the 2.039 acres more or less of General residence and farming zoned land to Light Industrial. The said parcel of land as described below.

Beginning at a point on the Northwesternly sideline of Carter Street which point is 100.00 feet Southwesterly of an iron pipe (I.P.) in the ground;

Thence running N 48 degrees 55' 26'' W 298.00 feet to a point;
Thence turning and running S 42 degrees 17' 41'' W 30.92 feet to a point;

Thence running S 41 degrees 08' 51'' W 67.36 feet to a point;
Thence turning and running N 48 degrees 51' 09'' W 351.90 feet to a point

Thence turning and running S 41 degrees 08' 51'' W 450.00 feet to a point;

Thence turning and running S 48 degrees 51' 09'' E 650.00 feet to a point; on the Northwesterly sideline of Carter Street;

Thence turning and running N 42 degrees 07' 47'' E, on the Northwesterly sideline of said Carter Street 65.35 feet to a point;

Thence running N 41 degrees 04' 34'' E, still on the Northwesterly sideline of Carter St. 483.30 feet to the point of beginning.

Said parcel containing 322,272 square feet (7.398 Acres) of land. Or take any other action relative thereto.

BETTY SCOTT AND OTHERS

MOTION: Mr. Scott Consult motioned to Withdraw Article 8.

The Planning Board motioned for Indefinite Postponement.

A motion was made to "Move the Question."

VOTED: The motion to move the Question was Adopted by a voice vote. 9:27 p.m.

Mr. Consaul's motion to Withdraw Article 8 was Defeated by a voice vote. 9:28 p.m.

The Planning Board's motion for Indefinite Postponement was Adopted by a voice vote. 9:41 p.m.

Article 8 was Indefinitely Postponed. 9:41 p.m.

A motion was made to Reconsider Article 8, "in hopes it doesn't prevail."

Reconsideration failed. Not one (1) voter stood in favor of Reconsideration and over 100 voters stood opposed to Reconsideration. 9:45 p.m.

ARTICLE 9. To see if the Town will vote to amend the Tewksbury Zoning By-Laws and the associated Zoning Map by rezoning land adjacent to the abandoned railroad which connects East Street and Maple Street, from Heavy Industry to General Residence and Farming.

The land comprises 8.44 acres more or less which contains 3 lots which are currently zoned Heavy Industry. The proposal is to rezone the 3 parcels to General Residence and Farming. Said parcels of land are described below:

Said 3 parcels of land totalling approximately 8.44 acres of land more or less and situated on the northerly side of the abandoned railroad which connects Shawsheen Street to Maple and East Streets. They are also adjacent to land on Martha Avenue and Starr Avenue.

Said parcels are shown on the Tewksbury Assessor's Map 88 as Lots 7 and 31; and Map 100, as Lot 12.

Or take any other action relative thereto.

JOHN F. HANAHAN AND OTHERS

MOTION: The Planning Board motioned to Adopt Article 9.

VOTED: Article 9 was Adopted by a standing count.

Over 100 voters stood in favor of Adoption.

Six (6) voters stood opposed to Adoption. 9:50 p.m. 2/3 vote required (70.6)

A motion was made to Reconsider Article 9.

Reconsideration Failed.

Not one (1) voter stood in favor of Reconsideration. Over 100 voters stood opposed to Reconsideration. 9:52 p.m.

ARTICLE 10. To see if the Town will vote to amend its zoning By-law and zoning map by rezoning the following described parcel of land from a Light Industry Zoning District to a Heavy Industry Zoning District:

Beginning at a point on the westerly side of Capitol Avenue at the northwesterly corner of land now or formerly of the Boston and Maine Railroad thence running by the edge of the proposed relocation of Capitol Avenue as shown on a plan entitled "Site Development Plan of Land located in Tewksbury, Mass., prepared by Eastern Land Survey Associates, Inc. Christopher R. Mello P.L.S., 40 Lowell Street, Peabody, Mass. Scale 1"=40', July 30, 1987, Revised 9/14/87, Prepared for Nolan Brothers, Inc.' by the following courses.

South 10° 43' 11'' West 6.88 feet, thence by a curve having a radius of 251.92', 119.26 feet, thence South 16° 24' 15'' East, 86.61 feet; thence by a curve having a radius of 124.10', 68.23 feet; thence South 15° 05' 45'' West, 51.53 feet; thence by a curve having a radius of 42', 65.97 feet.

Thence running by Main Street by a course North 74° 54' 15'' West, 39.5' ±; thence running by land now or formerly of Nolan Brothers, Inc. by a course North 10° 43' 11'' East, 363 feet ± to the point of beginning.

Said plan shall be placed on file with the Town Clerk. Or take any other action relative thereto.

DONNA DeMARCO AND OTHERS

MOTION: The Planning Board motioned to Adopt Article 10.

VOTED: Article 10 was Adopted by a standing count. Over 100 voters stood in favor of Adoption. Three (3) voters stood opposed to Adoption. 2/3 vote required (68.6) 9:55 p.m.

ARTICLE 11. To see if the Town will vote to amend the Tewksbury Zoning By-Laws and the Associated Zoning Map by rezoning a portion of Lots 1, 2 and 5 on Assessors Map 87, including the abandoned railroad, which connects East Street and Maple Street, from Heavy Industry to General Residence and Farming. The area to be rezoned comprises 14.94 acres more or less which is currently zoned Heavy Industry. The proposal is to rezone a portion of the 4 parcels to General Residence and Farming. The area to be rezoned is described below:

The area to be rezoned consists of 14.94 acres of land more or less and bounded approximately as follows: Commencing at the junction of East St. and the northerly edge of the abandoned railroad which connects East Street and Shawsheen Street, running along the northerly side of the abandoned railroad approximately 3462 feet then crossing the abandoned railroad and along the boundary of Lot 5 approximately 195 feet, then running 3642 feet more or less to East Street, then running along East Street 190 feet to the point of beginning. Including therein portions of the abandoned railroad and Lots 1, 2 and 5 on Assessors Map 87 and Lot 1 on Assessors Map 100.

Or take any other action relative thereto.

MARTHA D. LYNCH AND OTHERS

MOTIONS: The Planning Board motioned for Indefinite postponement.

Mr. Irving Gesin motioned to Amend Article 11.

VOTED: Mr. Gesin's Amendment was Adopted by a voice vote. 10:00 p.m.

The Planning Board's motion for Indefinite Postponement failed by a voice vote. 10:06 p.m.

Article 11 was Adopted, as Amended, by a standing count. Over 11 voters stood in favor of Adoption. Two (2) voters stood opposed to Adoption. 2/3 vote required (8.6) 10:07 p.m.

AMENDMENT: Change from: "The see if the Town will vote to amend the Tewksbury Zoning By Laws and the associated zoning map by rezoning a portion of Lots 1,2, & 5 on Assessors Map 87, including the abandoned railroad, which connects East Street and Maple Street, from Heavy Industry to General Residence and Farming."

"The proposal is to rezone a portion of the 4 parcels to General Residence and Farming."

Change to: "To see if the Town will vote to amend the Tewksbury Zoning By-Laws and the associated zoning map by rezoning a portion of Lots 1,2, and 5 on Assessors Map 87, and Lot 1 on Assessors Map 100, including the abandoned railroad, which connects East Street and Maple Street, from Heavy Industry to Light Industry."

"The proposal is to rezone a portion of the 4 parcels to Light Industry."
(IRVING GESIN)

Selectman Chairman, Jay Kelley motioned to Adjourn the May 4, Special Town Meeting, sine die.

Selectman Kelley's motion was Adopted by a voice vote. 10:07 p.m.

Moderator Coakley reconvened the 1988 Annual Town Meeting at 10:08 p.m.

ATTEST:
ELIZABETH A. CAREY, CMC
TOWN CLERK

Special Town Meeting, August 18, 1988

Tewksbury Memorial High School
Pleasant Street
Thursday, August 18, 1988
Called by proper Warrant the Special Town Meeting was convened at 8:00 p.m., August 18, 1988, by Town Clerk, Elizabeth Carey, presiding until the election of a Temporary Moderator.

Mrs. Carey made this election the first Order of Business and informed the Assembly that the same procedure would be used for this election of a Temporary Moderator, for this Special Town Meeting, as that process used for the Annual and the May Special Town Meeting.

Nominations were accepted from the floor and Mr. James Coakley was the only name submitted and his nomination was properly seconded.

Since there was only a single candidate, a voice vote was conducted, by the Town Clerk, and Mr. Coakley was unanimously elected to preside as Temporary Moderator for the August 18, 1988, Special Town Meeting and was sworn to office by Mrs. Carey. 8:04 p.m.

There were 92 registered voters and 5 visitors in attendance. Finance Committee Chairman, Joseph Gill, motioned to waive the reading of the Warrant Articles.

Mr. Gill's motion was Adopted by a voice vote. 8:05 p.m.

ARTICLE 1. To see if the Town will vote to transfer from the Unreserved Fund Balance (E&D) the following amounts to implement the labor contracts recently signed with the Municipal Employees Association and the Police Superior Officers Association and to provide for the salary increases voted under the Personnel By-Law Article 18 at the 1988 Annual Town Meeting, or take any other action relative thereto.

	Salaries	
Assessor	"	4,200
Clerk	"	4,137
Health	"	2,757
Selectmen	"	3,890
Auditor	"	11,178
Town Manager	"	6,402
Town Hall	"	1,927
Dog Officer	"	1,420

Building	Salaries	\$ 15,108
Treasurer/Collector	"	10,347
Police	"	54,482
Police Operating	"	2,190
DPW	"	75,082
DPW Operating	"	6,900
Conservation	"	1,890
Community Action	"	1,603
Appeals	"	350
Finance Committee	"	50
Personnel Board	"	200
Fire Department	"	8,400
Council on Aging	"	1,675
Veterans Agent	"	2,405
Exceptional Children	"	500
Library	"	7,144
Recreation	"	800
Sealer of Weights & Measures	"	200

TOTAL \$225,237
TOWN MANAGER

MOTION: The Finance Committee motioned to Adopt and transfer from E & D the sum of \$225,237. for the purpose of funding Article 1.

VOTED: Article 1 was adopted, per the Finance Committee's recommendation, by a voice vote. 8:06 p.m.

ARTICLE 2. To see if the Town will vote to amend the Personnel By-Law, Section III, Paragraph E-2, by replacing the words "Police Chief" with the words "Police Chief and Deputy Police Chief;" or take any other action relative thereto.

PERSONNEL BOARD

MOTION: The Finance Committee motioned to Adopt Article 2.

VOTED: Article 2 was Adopted by a voice vote. 8:06 p.m.
Temporary Moderator, James Coakley, motioned to adjourn the August 18th Special Town Meeting and this motion was adopted by a voice vote. 8:06 p.m.

ATTEST:
ELIZABETH A. CAREY, CMC
TOWN CLERK

Special Town Meeting, October 27, 1988

Tewksbury Memorial High School
Pleasant Street
Thursday, October 27, 1988

Called by proper Warrant the Special Town Meeting was convened at 8:00 p.m., October 27, 1988, by Town Clerk, Elizabeth A. Carey, presiding until the election of a Temporary Moderator.

Mrs. Carey made this election the first Order of Business.

Nominations were accepted from the floor and Mr. James Coakley was the only name submitted and his nomination was properly seconded.

Since there was only a single candidate, a voice vote was conducted, by the Town Clerk; and Mr. Coakley was unanimously elected to preside as Temporary Moderator for the October 27, 1988 Special Town Meeting and was sworn to office by Mrs. Carey. 8:05 p.m.

Temporary Moderator, James Coakley, requested a Moment of Silence for Thomas Conlon; Tewksbury's Town Historian, town meeting counter, and an active participant of town meeting.

There were 469 registered voters and 23 visitors in attendance.

Finance Committee Chairman, Joseph Gill, motioned to waive the reading of the Warrant Articles. Mr. Gill's motion was Adopted by a voice vote. 8:07 p.m.

ARTICLE 1. To see if the Town will vote to raise and appropriate or transfer from available funds, or borrow the sum of \$2,600,000.00 for the construction of sanitary sewers and their appurtenances on various streets in Town, and to see if the Town will vote to authorize the Town Manager to acquire any fee, easement or other interest in land necessary therefore, whether by eminent domain, purchase or gift, or otherwise; and to see how said sums should be raised whether by taxation, transfer, borrowing, contributions, or otherwise, and if by borrowing to authroize the issuance of bonds and notes of the Town, and to authorize the Town Manager to apply for, accept and expend any federal, state or private grants or contributions that may be available with respect to the project, all of which contributions and grants shall be applied to the project cost in addition to the sums appropriated by the Town for such purposes, and the Treasurer is hereby authorized to borrow the initial necessary funds that will enable the Town Manager to engage a consulting engineer to finalize the survey, easement plans, permits, design, contract plan and documents for the proposed project or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned to Amend and Adopt Article 1, and Borrow the sum of \$2,600,000.00.

VOTED: The Finance Committee's Amendment was Adopted by a voice vote. 8:13 p.m. (10/27/88)

Article 1 was Adopted, as Amended by the required two-thirds (2/3) vote. 8:15 p.m. (10/27/88) 278 Yes 2 No

AMENDMENT: That the sum of \$2,600,000.00 is hereby appropriated for the construction of sanitary sewers and their appurtenances on various streets in the Town, including costs incidental and related thereto; that the Town Manager is authorized on behalf of the Town to acquire any fee, ease-

ment or other interest in land therefore, by eminent domain, purchase, gift or otherwise; that to raise such appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow \$2,600,000.00 under and pursuant to Chapter 44, Section 7 (1), of the General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefore; and that the Town Manager is authorized to apply for, accept and expend any federal, state or private grants or contributions that may be available with respect to the project, all of which contributions and grants shall be applied to the project in addition to the sums appropriated by the Town for such purposes.

ARTICLE 2. To see if the Town will vote to authroize and direct the Assessors to take \$307,703.81 from E & D to reduce the tax levy for the current year, or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned to correct the figure in the Warrant to \$307,704.00 and Adopt Article 2, as corrected, and Transfer from E & D for the purpose of Article 2.

VOTED: Article 2 was Adopted as corrected, by a voice vote. 8:16 p.m. (10-27-88)

ARTICLE 3. To see if the Town will vote to transfer from E & D or from previously appropriated accounts the following amounts:

From	To		Fin. Comm. Recom.	Voted
E & D	Fire Salaries Overtime	\$ 161,123	\$ 161,123	\$ 161,123
E & D	Fire Salaries Buy Back	3,000	3,800	3,800
E & D	Public Works Water	25,000	25,000	25,000
	Purchase			
E & D	Public Works Holiday	5,000	5,000	5,000
	Decorations			
E & D	Police New Officer	36,744	36,744	37,944
	Positions			
E & D	Unclassified—Group	110,000	110,000	110,000
	Insurance			
E & D	Selectmen—Consultant/	15,000	15,000	15,000
	Negotiator			
E & D	Town Hall	7,864	10,264	10,264
	Operating-Purchase			
	Services			
E & D	Unclassified	17,653	17,653	17,653
	Unemployment			
E & D	Public Works Salaries—	13,374	13,374	13,374
	Regular			
E & D	Fire—Outlay—	25,000	25,000	25,000
	Ambulance			
E & D	Building New Position	11,806	11,806	11,806
E & D	Building Operating	707	0	0
	(Purchase/Services)			
E & D	Building Operating	1,200	1,200	1,200
	(Other Charges			
	& Expenses)			
E & D	Fire New Position	10,331	10,331	10,331
E & D	Unclassified Small	5,000	5,000	5,000
	Claims Cases			
E & D	Art 9 (88 A.T.M.)	6,722	6,722	6,722
	Bus Subsidy			
E & D	School Dept.-Operating	200,000	325,000	325,000
E & D	Public Works-Operating	50,000	50,000	50,000
	(Road Resurfacing)			

Item	To		Fin. Comm. Recom.	Voted
E & D	Fire Outlay-Face Masks	\$ 3,000	\$ 4,320	\$ 4,320
E & D	Police—New Crossing Guard Positions	21,140	6,636	6,636
E & D	Police-Outlay (Uniforms)	568	284	284
auditor- Computer -88	Article 13 & 88 A.T.M.) Computers and related equipment	15,000	15,000	15,000
Public Works Water/ Sewer Billing	Article 13 (88 A.T.M.) Computer & related equipment	23,509	23,509	23,509
E & D	Police—Out of State Travel	649	649	649
E & D	Recreation-Operating Purchase Services	2,840	2,840	2,840
Recreation Salaries— Counselors	Recreation Operating— Other Charges & Expenses	950	950	950
E & D	Board of Health Line Item—Demolition —Laurier Ave.		6,900	6,900

TOWN MANAGER

MOTION: The Finance Committee motioned to change certain sums of money on their recommendations and delete: Board of Health Operating—Purchase Services —\$1,000, and add: Board of Health—Line Item—Demolition Laurier Ave., \$5,900, and Recommends Adoption of the sums indicated.

The Board of Selectmen motioned to Debate two (2) items: Police New Officer Positions and Adopt the sum of \$37,944. Building Operating (Purchase/Services) and Adopt the sum of \$707.

A motion was made to Debate Police—New Crossing Guard Positions.

VOTED: All items not marked for Debate were Adopted by a voice vote. 8:26 p.m. (10-27-88)

The Finance Committee's motion for \$36,744 for Police—New Officer Positions failed by a voice vote. 8:36 p.m. (10-27-88)

The Board of Selectmen's motion for \$37,944 for Police—New Officer Positions was Adopted by a voice vote. 8:36 p.m. (10-27-88)

The Finance Committee's motion for "0" amount for Building Operating (Purchase/Services) was Adopted. 75 Yes, 159 No. 8:45 p.m. (10-27-88)

The Finance Committee's motion for \$6,636 for Police—New Crossing Guards was Adopted by a voice vote. 8:45 p.m. (10-27-88)

ARTICLE 4. To see if the Town will vote to transfer from E & D the sum of \$50,000 to be expended by the Town Manager, after consultation with the Municipal Building Committee, for the purpose of contracting with architectural engineering consultants to perform a study of space needs of various town departments and school administrative and necessary improvements to town and school buildings to bring them up to the most recent code compliance and energy conservation standards, and recommend possible solutions to existing space needs; and/or prepare schematic drawings for a new police station; or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned to Adopt Article 4 and Transfer \$50,000.00 from E & D for the purpose of Article 4.

VOTED: The Finance Committee's motion was Adopted by a voice vote 8:46 p.m. (10-27-88)

ARTICLE 5. To see if the Town will vote to authorize the Board of Library Trustees to build an addition to the present public library, said addition to be paid by the Fairgrieve Fund, any available federal, state, and/or local grants, and private donations.

BOARD OF LIBRARY TRUSTEES

MOTION: The Finance Committee motioned to Adopt Article 5. The Board of Library Trustees concurred.

VOTED: Article 5 was Adopted by a voice vote. 8:48 p.m. (10-27-88)

ARTICLE 6. To see if the Town will vote to transfer from E & D the following sums of money for the purpose of paying outstanding bills of previous years or take any other action relative thereto.

Majority Vote

PUBLIC WORKS DEPARTMENT

A & B Automotive	\$ 45.00
Soucy Wire & Iron Works, Inc.	500.00
City of Lowell—Sewer Charges	14,503.67

NINE-TENTHS (9/10) VOTE

FIRE DEPARTMENT

Tewksbury Pharmacy	318.00
Lahey Clinic Medical Center	404.00

UNCLASSIFIED—GROUP INSURANCE

Blue Cross/Blue Shield	7,846.34
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POLICE DEPARTMENT

Fraser Electric	1,788.67
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TOWN COUNSEL

Charles Zaroulis, Esq.	3,569.00
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NEGOTIATOR/CONSULTANT

Murphy, Hesse, Toomey & Lehan	403.00
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(article 5 (2/17/88) STM Legal fees and expenses)

Brown, Rudnick, Freed & Gessner	43,740.12
McDonough & Scully, Inc.	6,156.94

79,275.07

TOWN MANAGER

MOTION: The Finance Committee motioned to Adopt and Transfer \$79,274.74 from E & D for the purpose of Article 6.

The Moderator informed the Assembly that the items listed under the Public Works Department would require a majority vote and the remaining items listed would require a nine-tenths (9/10) vote.

VOTED: The items listed under the Public Works Department were Adopted by a voice vote. 8:50 p.m. (10-27-88)

The remaining listed items were Adopted by a unanimous nine-tenths (9/10) vote. Over one hundred (100) voters stood in favor of Adoption and not one voter stood opposed to Adoption. 8:52 p.m. (10-27-88)

ARTICLE 7. To see if the Town will vote to authorize the Board of Selectmen to petition the Legislature to enact a special act to enable the Building Commissioner, George T. Nawn, Sr., to pay into the Middlesex County Retirement System those monies which would have been contributed by him from the period of May 1, 1973 to November 26, 1986 when he was dismissed as Building Inspector for the Town

of Tewksbury, through no fault of his own, and to authorize the said George T. Nawn, Sr., to be credited for retirement purposes for such period of time or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned for Indefinite Postponement.

The Board of Selectmen motioned for Adoption.

VOTED: The Finance Committee's motion for Indefinite Postponement failed by a voice vote. Seven (7) voters requested a standing count. Indefinite Postponement failed. 134 Yes, 226 No. 9:14 p.m. (10-27-88)

The Board of Selectmen's motion for Adoption was Adopted by a voice vote. 9:14 p.m. (10-27-88)

Mr. Paul Sullivan motioned to Reconsider Article 7, "in hopes it doesn't prevail."

Reconsideration failed by the required two-thirds (2/3) vote. 37 Yes, 212 No. 9:20 p.m. (10-27-88)

ARTICLE 8. To see if the Town will vote to ammend the Personnel By Law, Section 111, Wage Schedule, as follows:

By creating the following part-time position and salary scale:

CROSSING GUARDS

STEP I 1STEP II STEP III STEP IV STEP V STEP VI
245/mo. 260/mo. 275/mo. 293/mo. 314/mo. 329/mo.

or take any action thereto.

TOWN MANAGER/BOARD OF SELECTMEN

MOTION: The Finance Committee motioned to Amend and Adopt Article 8.

VOTED: The Finance Committee's Amendment was Adopted by a voice vote. 9:15 p.m. (10-27-88)

The Finance Committee's motion to Adopt Article 8, as Amended, was Adopted by a voice vote. 9:16 p.m. (10-27-88)

AMENDMENT

Amend Article From:

STEP I 1STEP II STEP III STEP IV STEP V STEP VI
245/mo. 260/mo. 275/mo. 293/mo. 314/mo. 329/mo.

TO:

STEP I 1STEP II STEP III STEP IV STEP V STEP VI
\$5.00/hr. \$5.25/hr. \$5.51/hr. \$5.78/hr. \$6.08/hr. \$6.38/hr.

ARTICLE 9. To see if the Town will vote, to mandate the Town to pay ninety percent (90%) of the Town Employees Comprehensive Health Insurance.

ALFRED P. DONOVAN & OTHERS

MOTION: The Finance Committee motioned for Indefinite Postponement.

The Board of Selectmen supported the Finance Committee's motion.

Al Donovan motioned for Adoption.

Temporary Moderator, James Coakley, informed the Assembly that Article 9 would require a three-fourth (3/4) vote. (Town By-Law, Article 1, Section 16)

VOTED: The Finance Committee's motion for Indefinite Postponement failed.

137 Yes, 226 No. (3/4 vote—272.25) 9:57 p.m. (10-27-88)

Mr. Donovan's motion for Adoption failed.

240 Yes, 134 No (3/4 vote—280.5)

Article 9 Failed. 10:03 p.m. (10-27-88)

ARTICLE 10. To see if the Town will vote to raise and appropriate or transfer from available funds, the funds needed to raise the towns contribution to the employees health insurance plans to ninety percent (90%) or to see if the Town will take any action relative thereto.

ALFRED P. DONOVAN & OTHERS

MOTION: The Finance Committee motioned for Indefinite Postponement.

VOTED: Article 10 was Indefinitely Postponed by a voice vote. 10:04 p.m. (10-27-88)

ARTICLE 11. To see whether the Town will vote to rezone the following described parcel to Multiple Family District (Section 3.8, Tewksbury Zoning By-Laws). The parcel is now zoned Heavy Industry (Section 3.3, Tewksbury Zoning By-Laws) and General Residence and Farming (Section 3.1, Tewksbury Zoning By-Laws). The parcel is shown on Tewksbury Assessors Map 63 as Lot 50.

LEGAL DESCRIPTION OF PROPERTY TO BE RE-ZONED TO MULTIPLE FAMILY DWELLING

Beginning at a point on the westerly side of North Street at the intersection with northerly line of land of the Boston and Maine Corporation, thence;

N 67 24'56"W, along said Boston and Maine Corporation land a distance of 1040.00 feet to a point thence;

N 10 02'28"W, along land of New England Power Company a distance of 596.61 feet thence;

S 72 04'45"E a distance of 430.46 to a point thence;

N 65 11'13"W a distance of 502.50 to a point thence;

N 30 40'56"W a distance of 389.42 feet to a point. The last three courses being along land of New England Power Company thence;

N 61 35'28"E, along land of NEW ENGLAND POWER CO. a distance of 1082.74 to a drill hole in the corner of a stone wall, thence;

S 1300'02" E, along a stone wall distance of 65.54 feet to an iron pipe, thence;

S 12 23'47"E, along said stone wall, a distance of 216.25 feet, to a point thence;

S 10 52'02"E, along said stone wall, a distance of 202.10 feet to an iron pipe, the last three courses are along land of now or formerly Elinor Nawossa, thence;

S 24 19'58"E, along said Nawossa land and land of now or formerly Daniel A. Small, a distance of 601.90 feet, to a point thence;

S 75 17'45"E, along land of now or formerly Philip Cogan, a distance of 210.97 feet to a point thence;

S 17 55'16"W, along land of now or formerly Walter Cogan, a distance of 129.26 feet to a point thence;

N 72 04'45"W, along land of Domenic Germano, et al, a distance of 167.00 feet to a point thence;

S 00 35'44"W, along said Germano et al, a distance of 167.57 feet, to a point thence;

S 51 18'22"E, along said Germano et al land, a distance of 367.00 feet to a point on the westerly line of said North Street, thence;

Southwesterly by a curve to the right, having a radius of 13.99 feet, along said North Street, a distance of 166.26 feet, to a point at the beginning of a curve to the left, thence;

Southwesterly by said curve to the left, having a radius of 10.47 feet along said North Street, a distance of 213.26 feet to a point thence;

S 37 32'00"W, along said North Street a distance of 62.58 feet to the point thence;

Said parcel contains 34 acres more or less.

DOMENIC GERMANO & OTHERS

MOTIONS: The Finance Committee made no recommendation. The Planning Board motioned for Adoption. A motion was made to Amend Article 11.

VOTED: The motion to Amend Article 11 was Adopted by voice vote. 10:34 p.m. (10-27-88)

even (7) voters requested a standing count. The Amendment as Adopted. 147 Yes, 110 No. 10:38 (10-27-88)

The Planning Board's motion for Adoption Failed. 150 Yes, 100 No. (2/3 vote—160) 10:44 p.m. (10-27-88)

A motion was made to Reconsider Article 11. 242 Yes, 0 No. (2/3 vote required)

Reconsideration of Article 11 was Adopted. 10:55 p.m. (10-27-88)

Temporary Moderator, James Coakley, informed the Assembly that, "We are starting from scratch; we will be Reconsidering the Amendment and the Article."

MOTION: A motion was made to Amend Article 11.

The Planning Board motioned to Adopt Article 11.

VOTED: The voice vote to Amend Article 11 was uncertain.

The Moderator conducted a standing count.

The Amendment was Adopted

21 Yes, 111 No. 11:11 p.m. (10-27-88)

The Planning Board's motion for Adoption Failed. 124 Yes, 105, No (2/3 vote—152.6) 11:16 p.m. (10-27-88)

Article 11 Failed.

AMENDMENT:

To rezone ONLY the part of the parcel zoned Heavy Industry to Multiple Family District.

To leave General Residence and Farming as is.

ARTICLE 12. To see if the Town of Tewksbury will vote to amend the Zoning By-Law and Associated Zoning Map to rezone the following parcel of land from General Residence and Farm to Light Industrial, or to do anything in relation thereto:

The land in Tewksbury situated Southwesterly of, but not adjoining Main Street, and on the Northwesterly side of a "40' Right of Way" and being the lot shown on a "Plan of land in Tewksbury, MA., prepared for George P. MacLaren, dated September 28, 1987," bounded and described as follows:

SOUTHWESTERLY	three hundred five and 30/100 (305.30) feet;
NORTHWESTERLY	eight two and 52/100 (82.52) feet;
NORTHEASTERLY	three hundred twenty (320) feet, more or less,
SOUTHEASTERLY	and eighty (80) feet.

Containing according to said plan, 26,600 square feet of land, more or less.

GREGORY HOLDEN & OTHERS

MOTION: The Planning Board motioned to Adopt Article 12. Mrs. Donna Gill questioned the technical wording of the Article. Article 12 did not include the Assessors Map and Lot numbers.

VOTED: It was voted to allow Greg Holden to speak to the Assembly 11:20 p.m. (10-27-88)

Town Counsel, Charles Zaroulis and Temporary Moderator, James Coakley conferred with Mr. Holden.

MOTION: Selectman, Jay Kelley, motioned to Withdraw Article 12, "without prejudice."

VOTED: Article 12 was Withdraw, "without prejudice," by a voice vote. 11:29 p.m. (10-27-88)

Finance Committee Chairman, Joseph Gill, motioned to adjourn the October 27, 1988, Special Town Meeting, sine die. A resident attempted to motion to reconsider Article 11, as written; the Moderator stated, "I now declare the Town Meeting closed." 11:30 p.m. (10-27-88)

ATTEST:
ELIZABETH A. CAREY
TOWN CLERK

ADMINISTRATION

Selectmen

Town Manager

Veterans' Services

Housing Authority

Board of Appeals

Planning Board

Town Counsel

Town Clerk

Board of Registrars

Board of Selectmen



During 1988 the Board of Selectmen continued to meet with department heads to review budgets and address a number of other issues. The Board created two committees; the Master Zoning Plan Committee and the Main and Shawsheen Street Committee. The Committees were formed to review zoning and traffic improvements on Main Street respectively and are made up to two members of the Board and concerned residents of the Town. The Board addressed issues of affordable housing and conducted numerous wetlands hearings and liquor violation hearings.

The Board also met with representatives of Mass. Electric and New England Telephone to review and approve conduit and pole locations. The Board reviewed and renewed all annual licenses; such as, Class I, II, III, Common Victualler, liquor licenses and automatic amusement device licenses.

Rep. Miceli and Senator McGovern met with the Board and discussed pressing issues that greatly effect the Town, such as local aid. In addition, the Board met with the Town Manager and various department heads as well as residents to discuss and resolve important matters.

The Board of Selectmen wishes to extend their thanks to the men and women who have served as members of appointed and elected boards and committees for the time and effort expended by these people in varied positions in Town Government.

The Selectmen's Office in the Town Hall is open daily from 8:30 a.m. to 4:30 p.m. for the convenience of the townspeople and the Selectmen meet every Tuesday evening at 8:00 p.m. All residents are welcome to attend these meetings. However, if you wish to be heard, or to have the Board take action on a specific matter, it will be necessary to have a detailed written request presented at the Selectmen's Office prior to the noon closing of the agenda on Wednesday preceding each meeting. This procedure enables the Selectmen to gather any pertinent information prior to the meetings and eliminates the necessity for delay in the making of decisions.

Respectfully submitted,
BOARD OF SELECTMEN

Town Manager

On January 4, 1988, the Town of Tewksbury's new form of government—Town Manager/Board of Selectmen—officially started. One of the first actions that began that day was the weekly Department Heads Meeting. From that meeting, the Town Manager, with the cooperation of the Department Heads and their staffs, has facilitated a more cooperative spirit and knowledge of Town issues among Town departments and employees. The most visible result from their activity has been the approval from the Board of Selectmen, Finance Committee and Town Meeting to embark on a major computerization effort affecting all departments. The computerization effort will bring modern tools, such as word processing, electronic spreadsheets and electronic mail to Town employees to assist them in performing their jobs. Furthermore, by being an integrated computer system, knowledge of financial information and departmental data bases can be shared among the departments so as to discourage duplicative efforts.

Another outcome from the weekly Department Head meetings has been a joint review by departmental staff of development projects. This has resulted in two outcomes. First, each department better understands the concerns and problems other departments have with a development project. Second, the review presents a united front by the Town to the developer.

Finally, the weekly department meetings have fostered a cooperative response to various issues, such as the tire storage problem on Maple Street, an improper development on Shawshee Street, etc.

With the assistance of Representative Miceli and Senator McGovern, the Town received funding for and completed a clean up of Long Pond. Additional funding is also now available for major improvements to Long pond and a designer to perform this work has been selected. With the assistance of Representative Miceli, financial assistance is now available to improve traffic circulation in the Town Common area and a designer has been selected to do this work.

One of the Town Manager's objectives has been to improve the Town's infrastructure. With the support of the Board of Selectmen, Finance Committee and Town Meeting, the following has accomplished during 1988.

1. The start of operation of the Town's first water treatment plant.
2. Funding for a water distribution study.
3. A 400% increase in the street paving program.
4. Funding for design of Phase IV of the sewer program and an indication from the State that the Town would be awarded \$1.9 million grant for this work in conjunction with \$2.5 million in local funds.

The focus on infrastructure will continue during the next year with the development of a capital planning program and plans for an addition to the Town Library and a new Police Station.

In administering the Town, the Town Manager was faced with three very difficult problems which interested many residents during the year. They were the appeal of the Merimack Meadows affordable housing case, the bus service problem, and the white good (appliances) disposal problem, and all three of these problems were resolved.

With the arrival of the Town Manager, there were other significant personnel changes during 1988. First, Police Chief Sullivan retired after over 30 years as the Town's Police Chief. The Town Manager appointed John Mackey as the new Police Chief. A few months later, the Town Manager appointed Denise Rosen as the Town's first Deputy Police Chief, and as the year closed, the Town Manager appointed Walter Jamieson as a second Deputy Police Chief. In the Fire Department, Acting Fire Chief Morris retired after 30 years in the department and the Town Manager appointed THomas Ryan as Fire Chief. Finally, Thomas Berube was appointed as the first full-time Auditor.

In closing, the word "change" best represents what took place in Tewksbury during the past year. Very often, "change" is not easy for some people to accept. However, with the assistance of the Board of Selectmen; the various Town boards, commissions, and committees; the department heads, the Town employees, and the Town residents, we have successfully adapted to this change and the Town Manager wishes to extend his thanks to all who have assisted him in this period of change.

Respectfully submitted,
David G. Cressman
Town Manager

Town Counsel

During the year 1988, your Town Counsel, Charles J. Zaroulis, Esq., has represented the Town of Tewksbury in litigation before the District Court of Lowell, Middlesex Superior Court, the Appeals Court, the Supreme Judicial Court, and also in matters before the Appellate Tax Board and before the U.S. Bankruptcy Court.

Where towns are now liable for acts of negligence by its officers and employees and civil rights actions are becoming more prevalent, it becomes important that all officials and employees correct those conditions which might result in litigation. Town Counsel encourages preventive law and requests that if a potential problem exists to communicate with Town Counsel as soon as possible to prevent any injury, damages, and litigation and to make town government more responsive to the safety and well-being of its citizens.

There has been an increase in legal action and with the ever increasing pressure for land use, many cases have been filed in the district and superior courts regarding variances, zoning violations, and wetland use.

In addition to court and administrative hearings, your Town Counsel has appeared before state agencies, prepared legal documents, contracts, deeds, easements, court pleadings, and memoranda and opinions for various departments, has drafted by-laws, rules and regulations, and Town Meeting articles, and has been involved in the sewer and water treatment plant projects.

I again wish to thank the Board of Selectmen and Town Manager, the several Boards and Departments and their officers and employees for the excellent cooperation afforded to me during the past year.

Charles J. Zaroulis
TOWN COUNSEL

Planning Board

The Tewksbury Planning Board Officers for 1988 are as follows: Chairman, Joseph G. Doherty; Vice Chairman, Wilfred A. Lambert; Clerk, Robert A. Fowler; Members, Robert P. Sullivan and George B. Donovan.

Nineteen hundred and eighty-eight was again a busy and successful year for the Planning Board. The Board received thirty-one applications for Site Plan Special Permits during the year. There were also three new subdivisions approved in 1988.

Industrial growth continued in 1988, most notably the construction of Chalet Suisse, McDonalds, Residence Inn, Holiday Inn all of which are located on the Route 133 corridor. It is anticipated that these developments will help to solidify a tax base and provide employment opportunities to the residents of Tewksbury.

The Planning Board has been working with surrounding communities to assist in the design phase of traffic im-

provements on Route 38 in Tewksbury. The initial sign of progress has been the approval for traffic signalization on both the entrance and exit ramps for Route 495.

The Board meets on the second and fourth Mondays of each month at 6:30 p.m. The Planning Board office is open to the public weekdays from 8:30 a.m. to 4:30 p.m.

The Chairman would like to thank the Board members, the secretary, and the Planning Director for the hard work and devotion to duty during the past year. It is certain the Town will benefit from these labors.

Respectfully Submitted,
Joseph G. Doherty, *Chairman*
Tewksbury Planning Board

Personnel Board

1988 Annual Report of the Personnel Board

The Personnel Board was established in 1961 by an act of the State Legislature. Members are appointed by the Board of Selectmen. The original duties of the board were to study the problem of compensation of all Town employees, except those filled by popular election and professional positions under the direction and control of the School Committee and to prepare a wage and classification plan and personnel policy plan. Since the implementation of the Collective Bargaining Law, the majority of Town employees are covered under Police, Police Superior Officers, Fire and Municipal Employee contracts. The Personnel Board is responsible only for the positions not included in the four contracts.

In 1988, the Personnel Board, assisted by the Town Manager, completed job descriptions on previously established positions and newly created positions in the Personnel By Law Wage Schedule.

The Personnel By Law, incorporating many changes approved during 1988, is in the process of being printed. It should be available in the month of February. The Personnel Board plans to keep the Personnel By Law updated by having it printed yearly, making any necessary changes.

Current and accurate sick time and vacation records of all Town employees are maintained by the Personnel Board. This is especially important for retirement purposes.

Meetings are held on the second and four Thursdays of each month at 7:30 p.m. in the lower Town Hall and are open to the public.

Respectfully submitted,
PERSONNEL BOARD
Donald Power, *Chairman*
William Blakeney, *Clerk*
Michael F. Skerry, Jr.
H. David Perry
Donna Gill

Dog Officer

I would like to thank all the people who obey the least law in Tewksbury, although I am sorry to report that only a small percent remembers. All dogs in Tewksbury should be licensed and have their shots. If your dog is not licensed, and is picked up, it is very hard to trace the owner of the dog. Let's protect our children (from dog bites etc.) and keep our dogs restrained.

I would like to make you aware if your dog is picked up there will be an administration fee of \$25.00, plus \$2.00 per day, board and keep, up to \$100.00, plus fines as follows:

First Offense	\$25.00
Second Offense	50.00
Third Offense	50.00
Fourth Offense & After	50.00

So get your dog licensed and have all the required shots.

WALTER COLLINS—DOG OFFICER

Board of Appeals

Board of Appeals 1988 Annual Report

The Board of Appeals has the duty of reviewing and rendering decisions on applications which request variances or special permits from Zoning By-Law and permitted land uses. The Board accepts such applications on the fourth Thursday of each month, and after issuing public notices, conducts public hearings concerning those applications on the fourth Monday of the next given month.

Throughout the review process, the Board members investigate and view properties in question, while always inviting public comment. During the open hearings, the cases are discussed freely with complete regard for public opinion. In addition, the Board of Appeals actively seeks interaction with other Town Agencies such as the Building Inspector, Planning Board, the Conservation Commission and the office of Town Council. The Board of Appeals sincerely hopes that its efforts throughout the year exemplify a high degree of community involvement and municipal cooperation, and that its decisions in 1988 helped to make Tewksbury a better community for all its residents.

In 1988, the Board of Appeals accepted 260 applications for variances and/or special permits. Of the 248 applications for zoning variances, 184 were granted, 45 were denied with 3 withdrawn and 6 were granted. In addition, there were 5 applications which requested combined variances and special permits of which 3 were granted, 1 was denied, and 1 withdrawn. Finally, the Board of Appeals received 1 application for Comprehensive Housing which was granted.

The Board of Appeals would like to thank the members of all the Boards and the citizens of Tewksbury who were so helpful in the year 1988.

Respectfully submitted,
Peter Downing, *Chairman*
Board of Appeals

Members of the Board

Peter Downing, <i>Chairman</i>	William Ritchie
Donald McKinley, <i>Clerk</i>	Albert Woodman
Bruce Gordon	Brian O'Connor
Charles Stella	Charles Gaffney
Patricia DeBiase	Mark O'Neil

Town Clerk

TOWN STATISTICS

	1987	1988
Population	26,600	27,300
Licenses—Dogs	1,365	1,385
Sporting 857	965	

FINANCIAL

1/1/88—12/31/88

Fees to Town Treasurer	\$14,031.14
Dog Fees to Treasurer	4,438.50
Sporting Licenses to State	11,182.25
Parking Fines to Town Treasurer	12,408.40

TOTAL \$42,060.29

VITAL STATISTICS

	1987	1988
Births	342	332
Marriages	211	254
Deaths	165	166

Chapter 45, Section 15 of the Massachusetts General Laws: The Town Clerk will furnish blanks for the return of Births to parents, householders, physicians and registered hospital medical officers applying therefor.

The Town Clerk holds office hours Monday through Friday from 8:30 a.m. to 4:30 p.m., and Tuesday evenings from 7:00 p.m. to 8:30 p.m.

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk

Board of Registrars

Edward Creamer
Robert Hunter, *Chairman*
Fred Montague
Elizabeth A. Carey, *Town Clerk*

One of the major duties of the Board of Registrars is to conduct all voter registration sessions. Registrars are responsible for the voter registration process, for maintaining voter registration records, and for submitting certain records to the Secretary of State.

There are three (3) important lists the registrars are required to prepare: the annual street list, the annual card file of registered voters, and the registered voters list.

Certification of nomination papers, petitions, town meeting articles, and applications for absentee voting are also the duty of the Registrars. Applications for voting absentee may be requested from the Office of the Town Clerk. Information about absentee voting may be obtained by phoning the Town Clerk's Office at 851-2383.

Town residents may register to vote at the Town Clerk's Office, Monday through Friday, 8:30 a.m. to 4:30 p.m. and Tuesday evenings, 7:00 p.m. to 8:30 p.m. Prior to any election or town meeting, the Board of Registrars conducts a special voter registration session; the date and time are published in advance in the local newspapers.

PRECINCT ENROLLMENT:

Precinct 1	1,997
Precinct 1A	2,353
Precinct 2	2,048
Precinct 2A	1,891
Precinct 3	2,025
Precinct 3A	1,957
Precinct 4	2,076

PARTY ENROLLMENT:

Precinct	Democrat	Republican	Unenrolled	Total
1	682	178	1,137	1,997
1A	870	236	1,247	2,353
2	771	171	1,106	2,048
3	722	221	1,082	2,025
3A	685	173	1,099	1,957
4	792	208	1,076	2,076
TOTAL	5,191	1,349	7,807	14,347

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk

1988 ANNUAL TOWN CENSUS

The Annual Town Census is mailed to every residence in January. The annual census provides information needed to assure that the TOWN receives its fair share of state and federal funds.

The census information serves to provide: proof of residency to protect voting rights, and allows college students to apply for lower tuition at all Massachusetts state colleges.

The school census provides projection for future enrollments and related benefits which allow the school administrators to apply for additional state and federal funds.

Census information is also used for calculating veterans' benefits, housing for the elderly, and other related benefits.

The jury list is compiled from census information and a computer tape is forwarded to the Office of the Jury Commissioner.

A prompt and accurate census is very important for the inter-governmental requirements of town government.

8,023 census forms were mailed in 1988.

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk

PARKING CLERK

A hearing on any parking violation may be obtained upon the written request of the registered owner of the vehicle, as stated on the parking violation notice.

From November 15 until March 31, no vehicles are allowed to park on the streets, midnight to 6:00 a.m. During a snowstorm, day or night, all vehicles must park off the street. This allows easy and uninterrupted access for the fire, police, school buses, snowplows, sanders, and other emergency vehicles.

1988 fines collected and deposited with the Town Treasurer—\$12,408.40.

Town Handicap Parking Permits are available to eligible Tewksbury residents for use in the Handicap Parking spaces

in Tewksbury. The special parking permits are not valid in other cities or towns. For further information pertaining to Town Handicap Parking Permits please notify the Town Clerk's Office at 851-2383.

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk—Parking Clerk

Veterans' Services

Thomas B. Hodgson,
Veterans' Agent/Labor Service Director/
Affirmative Action Officer
Yolanda Luongo, Assistant to the Veterans Agent

Office open every Tuesday evenings from 6:00 to 7:00 p.m.

Herewith is the annual report of the affairs of this office for 1988.

This department once again has been active in seeking Veterans Administration on Pension monies. For this Fiscal year, we have had forty-one cases approved with a dollar amount of \$226,480. This is broken down as follows: \$141,135 annual, retro of \$85,165 and \$900 for burial claims.

The Dept. of Veterans Services offers to the Veteran and his dependents or Widows of Veterans, services in many number of categories such as:

VA Pension Compensation	Tax Abatements
Hospitalization	Social Security Assistance
(in-patient & out-patient)	Disability Assistance
Drug & Alcohol Treatment	Industrial Accident Cases
Educational & Vocational	Retirement Matters
Training	Agent Orange Compensation
Burial Allowances	Medicare
Grave Markers (stones)	Certificate of Eligibility,
Military Records	for first time homebuyers.
Copies of Discharges (DD-214)	

We can also offer direct input to other agencies that can assist with other Social and Economic Benefits.

I would like to take this opportunity to thank all Veterans and fraternal organizations in our Town along with the patriotic and memorial committees for their work. A special thanks to the DAV/American Legion, who has for the past few years, had a Medical Van available to all veterans and their dependents who are in need of transportation to VA hospitals for medical treatment.

I wish to thank, Mr. David Cressman, Town Manager, the Board of Selectmen and other Town departments for making this a most successful and gratifying year.

Respectfully submitted,
Thomas B. Hodgson

Housing Authority

The Tewksbury Housing Authority is pleased to announce that we have received a Planning Grant from The Executive Office of Communities and Development for a 705-3 Family Housing Program and a Planning Grant for a 689 Special Needs Program. We are also conducting a site search for additional 667-4 Elderly/Handicapped Housing and for two (2) 89 Special Needs Programs—MR/Geriatric and MR/Local. The Authority has expanded its Section 8 and Voucher Rental Assistance Programs to 70 units in 1988.

This year the Authority's vacancy turnover was 13, and we received 53 new applications for our elderly/handicapped housing. Currently, there is a two (2) year waiting period for elderly housing.

At this time, I would like to thank the members of the authority—Mr. Salvatore Ciaccio, Mrs. Mary Delaney, Mr. Holland Roy, Mr. Leo Chibas, our Executive Director, secretaries, and our Maintenance staff for their services to the authority during the past year.

I would also like to express the Authority's sincere appreciation for all the cooperation and assistance shown us during the past year by the Board of Selectmen and all Town departments.

Louise F. Gearty
Chairman

TEWKSBURY 705-3 DEVELOPMENT LEDGER BALANCE SHEET AS OF 12/31/88

ASSETS		
CASH		
112 Checking Account	7,582.15	
TOTAL CASH		7,582.15
ACCOUNT RECEIVABLE		
129 Other Account Recv		
ADVANCES		
155 Revolving Fund Advance		
DEFERRED CHARGES		
210 Prepaid Insurance		
211 Prepaid Retirement		
290 Undistributed Charges		
TOTAL DEFERRED CHARGES		
DEVELOPMENT COSTS		
402 Development Costs	82.15-	
TOTAL DEVELOPMENT COSTS		82.15-
TOTAL ASSETS		7,500.00

TEWKSBURY 705-3 DEVELOPMENT LEDGER BALANCE SHEET AS OF 12/31/88

LIABILITY & SURPLUS		
ACCOUNT PAYABLE		
111 Other (Schedule 4)		
112 Contract Retention		
119 Revolving Fund		
TOTAL ACCOUNT PAYABLE		
DEFERRED CREDITS		
290 Undistributed Credits		

TOTAL DEFERRED CREDITS		
FIXED LIABILITIES		
2320 Grants Issued	7,500.00	
TOTAL FIXED LIABILITIES		7,500.00
SURPLUS		
2400 Valuation Fixed Assets		
2560 Capital Reserve		
2590 Operating Reserve		
2700 Net Income (Deficit)		
TOTAL SURPLUS		
TOTAL LIABILITY & SURPLUS		7,500.00

TEWKSBURY 705-3 DEVELOPMENT LEDGER BALANCE SHEET SUBSIDIARY SCHEDULE AS OF 12/31/88

	CURRENT	BALANCE
1402 Development Costs		
141001 Exec Director Salary		
141002 Other Salaries		
141004 Legal Fees		
141005 Accounting/Audit Fees		
141006 Advertising Costs		
141009 Employee Benefits		
141010 Travel		
141011 Insurance		
141019 Sundry Admin Costs		
142007 Interest Income	82.15-	82.15-
142008 Other Income		
143001 Architect Fee (Basic)		
143002 Extra Architect Fees		
143003 Surveys		
143004 Borings & Test Pits		
143005 Printing & Bidding		
143006 Special Constr. Invest		
143007 Inspection Cost		
143008 Measured Drawings		
143009 Construction Testing		
143010 Other Consulting Fees		
143019 Sundry Planning		
144001 Land/Building Purchase		
144002 Building Maintenance		
144003 Accrued Taxes		
144004 Appraisal Fees		
144005 Recording Fees		
144006 Relocation Fees		
145001 Construction Contract		
145002 Demolition		
145009 Contract By Others		
145010 Miscellaneous		
146501 Ranges & Refrigerators		
147501 Office Furnishings		
147502 Maintenance Equipment		
147503 Community Room Equip		
147504 Congregate Equipment		
147507 Automotive Equipment		
149000 EOCD Close Out Costs		
TOTAL	82.15-	82.15-

TEWKSBURY TELLER PROGRAM
BALANCE SHEET AS OF 12/31/88

ASSETS		
CASH		
1112 Bay Bank #16703680	2,073.56	
TOTAL CASH		2,073.56
ACCOUNT RECEIVABLE		
1129 Other Account Recv		
TOTAL ACCOUNT RECEIVABLE		
DEFERRED CHARGES		
1290 Undistributed Charges		
TOTAL DEFERRED CHARGES		
DEVELOPMENT COSTS		
1402 Development Costs	396.39	
TOTAL DEVELOPMENT COSTS		396.39
TOTAL ASSETS		2,469.95

TEWKSBURY TELLER PROGRAM
BALANCE SHEET AS OF 12/31/88

LIABILITY & SURPLUS

ACCOUNT PAYABLE		
2111 Acct. Payable Other		
2119 Revolving Fund	469.95	
TOTAL ACCOUNT PAYABLE		469.95
DEFERRED CREDITS		
2290 Undistributed Credits		
TOTAL DEFERRED CREDITS		
TELLER DEVELOPER FEES		
299501 First Developer Fees	2,000.00	
TOTAL TELLER DEVELOPER FEES		2,000.00
TOTAL LIABILITY & SURPLUS		2,469.95
2999 NET INCOME (DEFICIT)		

TEWKSBURY TELLER PROGRAM
BALANCE SHEET SUBSIDIARY SCHEDULE
AS OF 12/31/88

	CURRENT	BALANCE
1402 Development Costs		
141001 Exec Director Salary		
141002 Other Salaries		
141004 Legal Fees		
141005 Accounting/Audit Fees		
141006 Advertising Costs		
141009 Employee Benefits		
141010 Travel		
141011 Insurance		
141019 Sundry Admin Costs	70.00	70.00
142007 Interest Income	7356-	73.56-
142008 Other Income		
143001 Architect Fee (Basic)		

143002 Extra Architect Fees		
143003 Surveys		
143004 Borings & Test Pits		
143005 Printing & Bidding		
143006 Special Constr. Invest		
143007 Inspection Cost		
143008 Measured Drawings		
143009 Construction Testing		
143010 Other Consulting Fees		
143019 Sundry Planning		
144001 Land/Building Purchase		
144002 Building Maintenance		
144003 Accrued Taxes		
144004 Appraisal Fees		
144005 Recording Fees		
144006 Relocation Fees		
145001 Construction Contract		
145002 Demolition		
145009 Contract By Others		
145010 Miscellaneous		
146501 Ranges & Refrigerators		
147501 Office Furnishings		
147502 Maintenance	399.95	399.95
147503 Community Room Equip		
147504 Congregate Equipment		
147507 Automotive Equipment		
149000 EOCD Close Out Costs		
TOTAL	396.39	396.39

TEWKSBURY 667-C ELDERLY HOUSING
BALANCE SHEET AS OF 12/31/88

LIABILITY & SURPLUS

ACCOUNT PAYABLES		
2111 Other (Schedule 4)		
2112 Contract Retention		
2114 Tenant Security Deposits		
2118 EOCD Subsidy Overpayment		
2119 Revolving Fund	4,972.42-	
TOTAL ACCOUNT PAYABLES		4,972.42-
ACCRUED LIABILITIES		
2139 Accrued Liabilities Other		
TOTAL DEFERRED CREDITS		
FIXED LIABILITIES		
2321 Grants Issued	2,499,000.00	
2324 Completed Mod Contrib.		
2325 Notes Issued	171,000.00	
2326 Less: Notes Retired	171,000.00-	
TOTAL FIXED LIABILITIES		2,499,000.00
SURPLUS		
2400 Valuation of Fixed Assets	3,712.00	
2560 Capital Reserve	3,764.24	
2590 Operating Reserve	54,825.15	
2700 Net Income (Deficit)	33,707.90	
TOTAL SURPLUS		96,009.29
TOTAL LIABILITY & SURPLUS		2,590,036.87

TEWKSBURY 707 LEASED HOUSING
BALANCE SHEET AS OF 12/31/88

ASSETS

CASH

112 M.M.D.T. #44048122	1,008.20	
117 PETTY CASH		
TOTAL CASH		1,008.20
ACCOUNT RECEIVABLES		
122 Account Recv—Tenants		
125 Acct Recv Admin Fee	691.00—	
129 Account Recv—Other		
TOTAL ACCOUNT RECEIVABLES		691.00—
ADVANCES		
155 Revolving Fund Advance	35.00	
TOTAL ADVANCES		35.00
DEFERRED CHARGES		
290 Undistributed Charges		
404 Inventory Furn/Equipment	70.00	
TOTAL DEFERRED CHARGES		70.00
TOTAL ASSETS		422.20

TEWKSBURY 707 LEASED HOUSING
BALANCE SHEET AS OF 12/31/88

LIABILITY & SURPLUS

ACCOUNT PAYABLE

2111 Acct. Pay—Other		
2118 Acct Pay EOCD Subsidy		
1119 Acct Pay Revolving Fund	1,484.31—	
TOTAL ACCOUNT PAYABLE		1,484.31—
DEFERRED LANDLORD CREDITS		
2209 Prepaid Admin Fee		
2210 Prepaid EOCD Payments	3,928.30	
2215 Less Landlord Payments	23,984.00—	
2216 Charges to Tenants		
TOTAL DEFERRED LANDLORD CREDITS		55.70—
OTHER DEFERRED CREDITS		
2240 Prepaid Tenant Rents		
2290 Undistributed Credits		
TOTAL OTHER DEFERRED CREDITS		
SURPLUS		
2400 Valuation of Fixed Assets	70.00	
2590 Operating Reserve	2,743.00	
2700 Net Income—Deficit	850.70—	
TOTAL SURPLUS		1,962.21
TOTAL LIABILITY & SURPLUS		422.20

TEWKSBURY 707 LEASED HOUSING
BALANCE SHEET SUBSIDIARY SCHEDULE
AS OF 12/31/88

	Current	Balance
1404 Inventory Furn/Equip.		70.00
140471 1475.1 Mgmt. Of. Eq.		
TOTAL		70.00

TEWKSBURY SECTION 8 EXISTING
BALANCE SHEET AS OF 12/31/88

ASSETS

CASH

1111 Bay Bank #900-397-5	16,026.11	
TOTAL CASH		16,026.11
ACCOUNT RECEIVABLES		
1122 A/R Back Rent	132.00	
1125 Account Receivable HUD		
1129 Account Receivable Other		
112901 Acct. Recv. Mob. N. Andover		
112902 Acct. Recv. Mob. Melrose		
112903 Acct. Recv. Mob. Saugus		
TOTAL ACCOUNT RECEIVABLES		132.00
ADVANCES		
1155 LIMITED REVOLV. FUND	575.68	
TOTAL ADVANCES		575.68
INVESTMENTS		
1162 BAY BANK SAVINGS #9003975		
TOTAL INVESTMENTS		
DEFERRED CHARGES		
1210 Prepaid Insurance	267.27	
1211 Prepaid Retirement		
1290 Undistributed Charges		

TOTAL DEFERRED CHARGES 267.27

LAND STRUCTURES EQUIPMENT

147501 Office Furn. & Equip.	653.68	
TOTAL LAND STRUCTURES EQUIPMENT		653.68
TOTAL ASSETS		17,654.74

TEWKSBURY SECTION 8 EXISTING
BALANCE SHEET AS OF 12/31/88

LIABILITIES

ACCOUNTS PAYABLE

2118 Account Payable HUD		
2119 Acct. Payable Rev. Fund	1,831.79	
TOTAL ACCOUNTS PAYABLE		1,831.79
DEFERRED CREDITS		
2210 Prepaid Annual Contrib.	83,151.00	
2215 H.A.P's A/C 4715	65,275.02—	
2220 Cumulative Earned Cont.		
2230 Contra Admin Fee Acct.	7,622.59—	
2290 Undistributed Credits		
TOTAL DEFERRED CREDITS		10,253.39
SURPLUS FROM OPERATIONS		
2810 Unreserved Surplus	739,004.32—	
2826 Operating Reserve	4,199.43	
2827 Project Account Unfunded	217,351.49	
2840 Cumulative HUD Contrib.	522,306.51	

TOTAL SURPLUS FROM OPERATIONS 4,853.11

CURRENT OPERATIONS

2920 Property Purchases Contra.		
2930 Prior Yr Adj Na Res Rcpts		
2940 Residual Rcpts.—Deficit	716.45	
TOTAL CURRENT OPERATIONS		716.45
TOTAL SURPLUS & LIAB.		17,654.74

TEWKSBURY REVOLVING FUND
BALANCE SHEET AS OF 12/31/88

ASSETS

CASH		
1112 Bay Bank #814-640-3	12,415.59	
1117 Petty Cash		
TOTAL CASH		12,415.59
ACCOUNTS RECEIVABLE		
1120 Acct. Recv. Teller	469.95	
1121 Account Recv. MA 139-001	64.30-	
1122 Account Recv.	1,831.79	
Section 8E		
1123 Account Recv 667-C	4,972.42-	
1124 Account Recv 707 S/S	1,484.31-	
1125 Account Recv. 705-C	40.78	
1126 Account Recv.	12,812.79	
State Mod		
1127 Account Recv. 689-1	855.00	
1128 Acct. Recv. Sec. 8 Voucher	2,250.11	
1129 Account Receivable Other		
1130 Acct. Recv. 705-3		
TOTAL ACCOUNT RECEIVABLE		11,739.39
DEFERRED CHARGES		
1290 Undistributed Charges		
1291 Deferred Payroll		
1292 State Mod Charges		
TOTAL DEFERRED CHARGES		
TOTAL ASSETS		24,154.98

TEWKSBURY REVOLVING FUND
BALANCE SHEET AS OF 12/31/88

LIABILITIES

ACCOUNT PAYABLES		
2111 Account Pay. Vendors	5,914.00	
2119 Account Payable Other		
2171 Federal Withholding Tax	1,670.00	
2172 State Withholding Taxes	585.83	
2173 Retirement Withheld	830.08	
2174 Group Insurance	276.84	
2175 Credit Union W/H	160.00	
2176 Christmas W/H	250.00	
2179 Medicare Tax Withheld		
2180 FICA Tax Withheld	117.15	
TOTAL ACCOUNT PAYABLES		9,803.90
DEFERRED CREDITS		
2290 Undistributed Credits		
2291 Deferred Interest Income	190.40	
TOTAL DEFERRED CREDITS		190.40
ACCRUED LIABILITIES		
2334 Accrued Utilities		
2335 Accrued Salaries		
2336 Accrued Insurance		
2337 Accrued Retirement		
2339 Accrued Other		
To Accrued Liabilities		
ADVANCES TO REVOLV FUND		
2401 Advance MA 139-001	5,000.00	
2402 Advance Section 8E	575.68	
2403 Advance 667-C	8,000.00	
2404 Advance 707 S/S	35.00	
2405 Advance 705-C	550.00	
TOTAL ADVANCES TO REVOLV FUND		14,160.68
TOTAL LIABILITIES		24,154.98

TEWKSBURY SECTION 8 VOUCHER
BALANCE SHEET AS OF 12/31/88

ASSETS

CASH		
1111 Bay Bank #1133-513-6	10,286.57	
TOTAL CASH		10,286.57
ACCOUNT RECEIVABLES		
1125 Account Receivable Hud		
1129 Account Receivable Other		
112901 A/R Mob-Somerville		
TOTAL ACCOUNT RECEIVABLES		
ADVANCES		
1155 Limited Revolving Fund		
TOTAL ADVANCES		
INVESTMENTS		
1162 Baybank Sav. #11335136		
TOTAL INVESTMENTS		
DEFERRED CHARGES		
1210 Prepaid Insurance	181.10-	
1211 Prepaid Retirement		
1290 Undistributed Charges		
TOTAL DEFERRED CHARGES		181.10-
LAND STRUCTURES		
EQUIPMENT		
147501 Office Equipment	385.00	
TOTAL LAND STRUCTURES EQUIPMENT		385.00
TOTAL ASSETS		10,490.47

TEWKSBURY SECTION 8 VOUCHER
BALANCE SHEET AS OF 12/31/88

LIABILITIES

ACCOUNTS PAYABLE		
2118 Account Payable HUD		
2119 Acct. Pay Revolving Fund	2,250.11	
TOTAL ACCOUNTS PAYABLE		2,250.11
DEFERRED CREDITS		
2210 Prepaid Annual Contrib.	87,176.00	
2215 H.A.P.'s A/C 4715	47,383.30-	
221502 HAP Pymts. 002	17,615.00-	
2220 Cumulative Earned Contrib.		
2230 Contra Admin. Fee Acct.	7,128.30-	
2290 Undistributed Credits		
TOTAL DEFERRED CREDITS		15,049.40
SURPLUS FROM OPERATIONS		
2810 Unreserved Surplus	147,065.26-	
2826 Operating Reserve		
2827 Project Acct. Unfunded	47,028.10	
2840 Cumulative HUD Contrib.	97,231.90	
TOTAL SURPLUS FROM OPERATIONS		2,805.26-
CURRENT OPERATIONS		
2940 Residual Rcpts.—Deficit	4,003.78-	
TOTAL CURRENT OPERATIONS		4,003.78-
TOTAL SURPLUS & LIAB.		10,490.47

TEWKSBURY MA 139-1 FEDERAL LEDGER
BALANCE SHEET AS OF 12/31/88

ASSETS

CASH

11 Bay Bank #814-631-4	4,554.11
1120 Unapp'd Debt Service Fund	
14 Security Deposit Fund	
17 Petty Cash Fund	
18 Change Fund	

TOTAL CASH 4,554.11

ACCOUNT RECEIVABLE

22 Tenants Acct Receivable	124.00
25 Account Receivable HUD	
29 Account Receivable Other	

TOTAL ACCOUNT RECEIVABLE 124.00

ADVANCES

55 Limited Revolving Fund	5,000.00
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TOTAL ADVANCES 5,000.00

INVESTMENTS

62 Bay Bank M/M #517-136-962,087.65	
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TOTAL INVESTMENTS 62,087.65

DEBT AMORT. FUNDS

76 HUD Annual Contrib. Rec.	
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TOTAL DEBT AMORT. FUNDS

DEFERRED CHARGES

10 Prepaid Insurance	3,330.69
11 Prepaid Retirement	
90 Undistributed Charges	

TOTAL DEFERRED CHARGES 3,330.69

LAND STRUCTURES EQUIPMENT

01 Develop. Costs 1400.2	2,710,544.72
03 Develop. Cost Contra	2,710,544.72-
04 Land Struc. Equip.	2,712,860.23

TOTAL LAND 2,712.860.23

STRUCTURES EQUIPMENT

TOTAL ASSETS 2,787.956.68

TEWKSBURY MA 139-1 FEDERAL LEDGER
BALANCE SHEET AS OF 12/31/88

LIABILITIES & SURPLUS

ACCOUNTS PAYABLE

11 Account Payable Vendors	
18 Account Payable HUD	
19 Acct. Payable Rev. Fund	64.30-

TOTAL ACCOUNTS PAYABLE 64.30-

ACCRUED LIABILITIES

3103 Int Pay-Notes-HUD	568,122.28
37 Accrued Pilot	4,312.74

TOTAL ACCRUED LIABILITIES 572,435.02

DEFERRED CREDITS

290 Undistributed Credits	
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TOTAL DEFERRED CREDITS

FIXED LIABILITIES

11 Permanent Note (HUD)	2,571,581.13
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TOTAL FIXED LIABILITIES 2,571,581.13-

SURPLUS FROM OPERATIONS

10 Unreserved Surplus	771,086.37-
20 Operating Reserve	59,208.91

TOTAL SURPLUS FROM OPERATIONS 771,086.37-
CUMULATIVE CONTRIBUTIONS

2840 HUD Annual Contribution 537,194.55

TOTAL CUMULATIVE CONTRIBU. 537,194.55

CURRENT YEAR OPERATIONS

2910 Interest on Project Notes	
2920 Propert Purchases Contra	
2930 Prior Yr Adj Na Res Rcpts	
2940 Residual Rcpts.—Deficit	181,312.26-

TOTAL CURRENT YEAR OPER. 181,312.26-

TOTAL SURPLUS & LIABILITIES 2,787,956.68

TEWKSBURY MA 139-1 FEDERAL LEDGER
BALANCE SHEET SUBSIDIARY SCHEDULE
AS OF 12/31/88

CURRENT BALANCE

1401 Develop. Costs 1400.2	
140200 Development Cost	
140201 Site A/C 1440	1.00
140202 Site Improve A/C 1450	600,343.00
140203 Dwell Const. 1460	1,484,487.00
140204 Dwell Equip 1465	7,320.00
140205 Nondwell Equip 1470	46,474.00
140207 Arch/Eng Svcs 1430.1	65,000.00
140208 Other Dev. Price	342,000.00
140210 Nontech Sal 1410.1	9,987.75
140212 Legal 1410.4	3,096.00
140213 Benefits 1410.9	268.93
140214 Travel 1410.10	176.29
140217 Telephone 1410.16	1,263.79
140219 Sundry 1410.19	14,559.49
140221 Liquid Damages 1415	1,450.00-
140222 Interest to HUD 1420.1	12,463.15
140223 Int. Notes Non HUD 1420.2	61,716.27
140225 Interest Inc 1420.7	90,189.59-
140227 IOP Deficit 1425	5,252.46
140229 Consulting Fee 1430.2	4,200.00
140231 Inspection Cost 1430.7	32,750.00
140232 Fee HUD Svcs 1430.9	5,457.16
140233 Sundry Planning 1430.19	430.00
140238 Surveys/Maps 1440.4	1,305.00
140240 Title Info 1440.6	7,894.68
140247 Site Improv 1450	4,412.87 34,825.07
140248 Dwell Const. 1460	838.78
140249 Dwell Equipment 1465	27,924.67
140250 Nondwell Constr 1470	5,788.86
140271 Office Equip 1475.1	2,681.75
140272 Maint Equip. 1475.2	16,091.48
140273 Community Equip 1475.3	2,887.73
140277 Auto Equip 1475.7	4,700.00

TOTAL 4,412.87 2,710,544.72

1404 LAND STRUCTURES EQUIPMENT

140405 1405 Indirect Dev Cost	70,631.38
140440 1440 Site Acquisition	1.19
140450 1450 Site Improvements	4,412.87 747,966.16
140460 1460 Dwelling Structures	1,767,840.25
140465 1645.1 Dwelling Equip.	36,637.70
140470 1470 Non Dwell Constr	61,107.08
144751 1475.1 Office Equip	4,457.30
144752 1475.2 Maintenance Equip.	16,631.44
144753 1475.3 Community Equip.	2,887.73
144757 1475.7 Automotive Equip.	4,700.00

TOTAL 4,412.87 2,712,860.23

TEWKSBURY 705-C FAMILY HOUSING
BALANCE SHEET AS OF 12/31/88

CASH		
1112 Andover Bank #02-9148697	1,974.08	
1117 Petty Cash		
TOTAL CASH		1,974.08
ACCOUNT RECEIVABLES		
1122 Tenants Account Recv	1,239.00	
1125 E.O.C.D. Subsidy		
1129 Other Account Recv		
TOTAL ACCOUNT RECEIVABLES		1,239.00
ADVANCES		
1155 Revolving Fund Advance	550.00	
TOTAL ADVANCES		550.00
INVESTMENTS		
1162 M.M.D.T. #44012524	13,533.71	
116201 MMDT Capital #44036127	1,338.16	
TOTAL INVESTMENTS		14,871.87
DEFERRED CHARGES		
1210 Prepaid Insurance	252.89	
1211 Prepaid Retirement		
1212 Inventory Fuel/Materials		
1290 Undistributed Charges		
TOTAL DEFERRED CHARGES		252.89
DEVELOPMENT COSTS		
1402 Development Cost	210,000.00	
1403 Less Dev Cost Liquidation	662.00	
1405 Dev Cost Inventory Contra		
TOTAL DEVELOPMENT COSTS		210,662.00
TOTAL ASSETS		229,549.84

TEWKSBURY 705-C FAMILY HOUSING
BALANCE SHEET AS OF 12/31/88

LIABILITY & SURPLUS

ACCOUNT PAYABLES		
2111 Other (Schedule 4)		
2112 Contract Retention		
2118 EOCD Subsidy Overpayment		
2119 Revolving Fund	40.78	
TOTAL ACCOUNT PAYABLES		40.78
ACCRUED LIABILITIES		
2137 Payment in Lieu of Taxes		
2139 Accrued Liabilities Other		
TOTAL ACCRUED LIABILITIES		
DEFERRED CREDITS		
2290 Undistributed Credits		
TOTAL DEFERRED CREDITS		
FIXED LIABILITIES		210,000.00
SURPLUS		
2400 Valua. of Fixed Assets	662.00	
2560 Capital Reserve	1,200.00	
2590 Operating Reserve	10,606.17	
2700 Net Income (Deficit)	7,040.89	
TOTAL SURPLUS		19,509.06
TOTAL LIABILITY & SURPLUS		229,549.84

TEWKSBURY 667-C ELDERLY HOUSING
BALANCE SHEET AS OF 12/31/88

ASSETS		
CASH		
1112 Bay Bank #020-165-0	1,351.78	
1114 Security Deposit Cash		
1117 Petty Cash	25.00	
TOTAL CASH		1,376.78
ACCOUNT RECEIVABLES		
1122 Tenants A/R 667-C	771.00	
112291 Tenants A/R 667-3	22.00-	
1125 E.O.C.D. Subsidy		
1129 Other Account Recv		
TOTAL ACCOUNT RECEIVABLES		749.00
ADVANCES		
1155 Revolving Fund Advance	8,000.00	
TOTAL ADVANCES		8,000.00
INVESTMENTS		
1162 M.M.D.T. #44012870	68,583.62	
116201 MMDT Capital #1	4,191.61	
#44035426		
TOTAL INVESTMENTS		72,775.23
DEFERRED CHARGES		
1210 Prepaid Insurance	4,423.86	
1211 Prepaid Retirement		
1212 Inventory Fuel/Materials		
1290 Undistributed Charges		
TOTAL DEFERRED CHARGES		4,423.86
DEVELOPMENT COSTS		
1402 Development Cost	2,670,000.00	
1403 Less Dev Cost Liquid.	171,000.00-	
1404 Inventory Furn/Equip.	3,712.00	
1405 Dev Cost Inventory Contra		
1406 Completed MOD Costs		
TOTAL DEVELOPMENT COSTS		2,502,712.00
TOTAL ASSETS		2,590,036.87

TEWKSBURY 667-C ELDERLY HOUSING
BALANCE SHEET AS OF 12/31/88

LIABILITY & SURPLUS

ACCOUNT PAYABLES		
2111 Other (Schedule 4)		
2112 Contract Retention		
2114 Tenant Security Deposits		
2118 EOCD Subsidy Overpayment		
2119 Revolving Fund	4,972.42-	
TOTAL ACCOUNT PAYABLES		4,972.42-
ACCRUED LIABILITIES		
2139 Accrued Liabilities Other		
TOTAL DEFERRED CREDITS		
FIXED LIABILITIES		
2321 Grants Issued	2,499,000.00	
2324 Completed Mod Contrib.		
2325 Notes Issued	171,000.00	
2326 Less: Notes Retired	171,000.00-	
TOTAL FIXED LIABILITIES		2,499,000.00
SURPLUS		
2400 Valuation of Fixed Assets	3,712.00	
2560 Capital Reserve	3,764.24	
2590 Operating Reserve	54,825.15	
2700 Net Income (Deficit)	33,707.90	
TOTAL SURPLUS		96,009.29
TOTAL LIABILITY & SURPLUS		2,590,036.87

COMMUNITY ACTIVITIES

Recreation Department

The goal of the Recreation Department is to provide leisure activities for all residents of Tewksbury. The Department directs a wide variety of programs; some open to all, some involve competition with other towns, with teams of determined size. Whatever the program, the emphasis is always on the enjoyment of all who participate.

A word of thanks is extended to the hundreds of people who donate their time to make these programs a success.

BASEBALL

The Baseball Program consists of 994 boys and girls, ages through 15. There are 10 Senior teams, 3 International team, 2 Major teams, 12 Minor teams, 12 Minor Farm teams, and 1 Tee Ball teams. The 14-15 year old American League won the District Title last year. Registration and try-outs are held in the fall, with a supplementary registration and try-out in the spring.

BASKETBALL

The Boys' Basketball League consists of 255 boys in 22 teams—8 in the Junior Division, 7 in the Intermediate Division, and 7 in the Senior Division. Each team has a head coach and one or two assistant coaches. Each boy plays an equal amount of time in each game. The program is for boys ages thru 14.

The Girls' Basketball League is made up of two divisions consisting of 200 girls. There are 20 teams—8 teams in the Junior Division and 12 teams in the Senior Division. Each division chooses two All-Star teams that play at the end of the season. There are also two tournament teams, one for the 4th/6th graders and one for the 7th/8th graders. These teams play in area tournaments.

BOWLING

Our Bowling League consists of approximately 100 children between the ages of 8 and 14. There are a total of five leagues. Four leagues bowl on Saturday morning and one on Tuesday evening. Each league has a supervisor. Our program includes Turkey Roll-Off, Christmas Roll-Off, Christmas Party, and banquet with trophies awarded.

FIGURE SKATING

The Figure Skating Association is a program that enables children of the town to learn the basic skills in figure skating according to the USFSA. This program is held on Monday nights for approximately 30 weeks. Professional group lessons are available to those who wish to take them at an additional fee. Some of the children have been invited to skate solos in Racut and Chelmsford programs and last year the Precision team was invited to skate in the Chelmsford show. They are also eligible to compete in the Department of Environmental competition held every year in the various rinks.

FOOTBALL/CHEERING

The Youth Football Program fosters the principles of team play, self-discipline and physical fitness by stressing the fundamentals of the game of football and insuring safe playing conditions. This year there was a travelling Midget team and

a travelling Junior Midget team. The intown program consisted of the Mohawks, Navajos, Pawnees, Sioux, Cherokees, and Apache. As usual, these teams were cheered on by our Cheerleading Squads. Girls participating are between the ages of 8 and 13.

HOCKEY

The Youth Hockey League provides instruction to children from mid September through April. There is a clinic to help beginners in the fundamentals of the game. There are 120 children in the instructional level. Youth Hockey fields 5 Mite teams, 3 Squirt teams, 4 Pee Wee teams, 4 Bantam teams, and 2 Midget teams. Over the past few years, Tewksbury Hockey has had very successful teams going to the State and National Championships.

JAZZERCISE

Jazzercise is a Town sponsored program that is held on Monday and Wednesday nights and on Tuesday and Thursday mornings. Based on a jazz dance, Jazzercise incorporates dance moves into a well balanced program. Jazzercise is taught by a certified instructor, Karen DiCecca.

SOCCER

Over the course of a 12 week season, the Tewksbury Youth Soccer League provides some 975 children the opportunity to enjoy the game of soccer. The intramural program consists of both boys and girls, ages 8-15. The teams play a 10 game season. The travelling teams are entered into the Middlesex Youth Soccer League and have enjoyed much success year after year. Congratulations to our last year State Champions!

SOFTBALL

The Girls' Softball provides summer recreation for approximately 325 girls, ages 10-17. This program has provided many girls who may not otherwise have had the opportunity, to try the sport of softball in a relaxed but competitive fashion at a very early age. Even though the rules may vary a bit from, say the high school level, we are sure the school athletic programs have enjoyed the benefits of the program as a development system for future athletic activities.

SPECIAL NEEDS

Camp Pohelo, a six week day camp for special needs children, runs from 9:00 a.m. to 2:00 p.m., Monday through Friday. For the past years, the camp has been held at the Loella Dewing School. The children at the school participate in activities such as sports, field trips, music, games, and arts and crafts. Also an instructional swimming program is held at the Shawsheen Technical School three times a week. A bowling program is held each winter on Saturday afternoons for approximately ten weeks. All Special Needs Children, ages 3 to 21, are eligible for Camp Pohelo. The staff consists of Director, Chester Flynn, 2 Team Leaders and 4 Senior Counselors.

SUMMER PLAYGROUND

The Tewksbury Recreation Department was pleased to have re-established its 6 week Summer Playground Program held at Livingston Street Park. The program had 294 children from Tewksbury sign-up. All school age children are invited to participate in the playground activities. The program runs from mid July through August between the hours of 9:00 a.m. and 2:00 p.m., Monday through Friday. The park is staffed with Team Leaders and Senior Counselors. Activities include: arts and crafts, games sports, stories, tennis, field trips, and a closing jamboree and most important—lots of fun!

TENNIS

The Tennis Program involves boys and girls of all ages. Players are taught the basic strokes and strategy involved in match play.

TRACK

The Tewksbury Recreation Department completed another successful season of track events at the Memorial High School Track Complex. Events were held for youngsters of all ages in track and field conducted by coach, Bob MacDougall. Boys and girls in five age groups receive awards for the first three place sin each race.

WEIGHTLIFTING

The Weightlifting Program is co-sponsored with the School Athletic Department. Residents of all ages are offered an opportunity for exercise and conditioning.

TEWKSBURY RECREATION COMMISSIONERS:

Ernest J. Lightfoot, *Chairman*
William Blakeney, *Vice Chairman*
Norman DeMarais, *Clerk*
John Foster
Peter Barbato, Jr.

TEWKSBURY RECREATION DEPARTMENT:

999 Whipple Road
Tewksbury, MA 01876
(508) 851-3161
Janet Smith, *Secretary*

Library Trustees

Board of Trustees, 1988-1989

Eleanor G. Corey, <i>Chairman</i>	Maureen P. Kelley
George R. Collins	Thomas H. McLeod
Donna G. Haines	Robert W. Moore
<i>Library Director:</i> Elisabeth Desmarais	

In 1988, the library trustees have continued to pursue our main goals of the last few years, which have been to upgrade our library services and to modernize the techniques of lending library materials. Our objective to implement an automated circulation system has been reached with the January 4, 1988, inauguration of a system which we hope will expand services of the public through efficiency in the lending process and expansion of access to materials. We feel that this move toward inter-library cooperation and resource sharing is crucial to survival in our small facility. After completing twelve months under the new system, we are pleased to announce that circulation of library materials—books, magazines, record albums, audio-cassettes, video-cassettes and materials borrowed from other libraries—has increased by 11.9% over the previous twelve-month period. Many patrons have commented on the increased efficiency of the reserved book system and the greater speed and accuracy of the inter-library loan service. We are pleased that the tremendous amount of time and effort which the staff devoted to preparing for this project through a rigorous two year period of data-entry seems to be so quickly paying dividends.

One of the most important responsibilities of the library trustees is the administration of the Fairgrieve Fund. This endowment was left to the Town of Tewksbury by Mrs. Ethel (Fairgrieve) Jackson for the purpose of providing a library facility. From time to time, the library trustees have found it necessary to use the fund to make capital expenditures for the

present facility. This has been done with the full intent of preserving the principal for future building needs. The major portion of the trust fund must be conserved for its original intent: the provision of an adequate library facility to serve the Town and its residents.

The need for a larger facility has opened a new and exciting chapter in the library's history. In September, 1988, the trustees voted to pursue expansion of the library by constructing an addition to the present building and renovating the existing area. This project has several objectives:

- To provide much needed space for additional book storage and display;
- To provide handicapped accessibility;
- To improve lighting, climate control, and noise control and to make more efficient use of energy resources;
- To provide adequate workspace for the library staff to accomplish their varied tasks;
- To provide a larger meeting room and adequate space for children's programming needs; and,
- To provide adequate parking.

To this end, the trustees authorized the Library Director Elisabeth Desmarais to seek proposals from interested architects, based on her analysis of the library's needs projected over the next twenty years. The trustees firmly believe that long-range planning is the best way to protect the town's investment in a capital project such as is envisioned for the library. A Citizens' Advisory Committee has been formed to screen the proposals from the seventeen architectural firms who responded to the Library Director's request. It is anticipated that this next phase of the project, development of preliminary design services, will take approximately six months. The trustees have voted to use the Fairgrieve Fund for the project, and hope to receive grand funding from state and local sources also. In conjunction with the Friends of the Library, the Trustees will be soliciting contributions from the community to defray the costs of furnishing the addition.

The Library's municipal appropriation for fiscal year 1988 was \$199,973. Of this amount, \$23,941 was derived from the Commonwealth under the Library Incentive Grant program. The sum of \$1,408 was derived from the County as dog licensing fees. These amounts, accounting for 12.7% of the annual budget, are used to decrease the amount of library support from the local tax base. The amount expended for books, magazines, and related print materials rose from \$27,377 in Fiscal Year 1987, to \$34,706 in Fiscal Year 1988. Despite this growth, Tewksbury's Public Library still has one of the lowest per capital municipal appropriations in the Merrimack Valley. In order to maintain eligibility for participation in state aid programs, the library continues to meet specified state minimum standards and requirements, such as the percentage of the total budget allocated to books, the qualifications of the Library Director, and the number of hours which the library is opened to the public each week. Since the Town has entered into a higher population grouping, the library hours have been expanded; now the library opens at 9:00 a.m. each morning, Monday through Saturday.

During 1988, the Library's video-cassette collection has continued to grow. The library now has over three hundred tapes which are loaned (free of charge) to Tewksbury residents. In 1988, the Library Director received a substantial grant from the MacArthur Foundation in Chicago for the purchase of a collection of 85 tapes of Public Broadcasting System (PBS) television special programs at no cost to the Town. Additional tapes have been purchased with donations to the Friends of the Library.

Our public library is a member of the Merrimack Valley Library Consortium, which now consists of twenty-five

neighboring town libraries. The Tewksbury Public Library issues library cards for use throughout the Merrimack Valley. The automation system enables our library to have access via computer terminals to materials held in other member libraries. The system provides a more efficient method for locating and reserving materials on waiting lists and provides information on the circulation status of any material in the system, where it is on the shelf, in circulation, on a reserve list, at the bindery, etc. Since the system automatically keeps track of when books are due as well as who has them, it has enabled the Library to return to a policy of assessing fines on overdue materials. The fines collected are returned to the town's general treasury, and do not directly benefit the library. The loan period for most library materials is three weeks, while best-sellers, magazines and encyclopedias are loaned for one week. Video-cassettes are loaned for two days, and museum passes are loaned for 24 hours. Library staff members have found that the prompt issuing of overdue notices by the automated system has done much to encourage patrons to return their books on time. This increases the number of books available at any one time and benefits the library user.

The Library is working with the same size staff in 1989 as it did in 1988 when the present building was first opened, despite a tremendous increase in the rate of circulation of books and the wide variety of new programs and services currently being offered. The library trustees are pleased that the town has continued to fund the automation project as one way of coping with the serious understaffing situation at the public library. However, additional staff members are needed if the library is to continue to provide services to a growing community.

The public library is open a wide variety of hours, during the morning, afternoon and evening, on weekdays, and also on Saturday during the school year in order to allow residents ample time to make use of this valuable resource to our community. The library serves all age groups, providing books and other materials to meet the educational, informational, and recreational needs of its users.

The Library is heavily used by students from the elementary grades through college, for both curriculum-related assignments and leisure reading. With advance notice from teachers, the Library's staff members attempt to gather materials from various sources in sufficient quantities to supply materials to large groups of students. We would like to express our gratitude to those teachers who consistently give us advanced notice for their assignments.

The preschool story hours include three groups each week. These sessions are run on a six week cycle and are designed for children ages three to five years. Registrations is held at regular intervals throughout the year. We would like to express our appreciation to Media Specialist Donald Stewart and his video-taping crew from the Tewksbury Memorial High School for their efforts in taping the story hours for replay on cable television.

The Library offers programs for children of all ages throughout the year, designed to introduce children to books and to the pleasures of reading, and to the library itself: its collections, resources, physical arrangement, and procedures for effective use.

The Library offers a variety of programs for elementary grade children during the summer, including weekly movies and special presentations and craft programs. Children who participate in the summer reading program receive certificates of achievement for their summer reading. These programs are coordinated by Mrs. Moore with help from volunteers.

Through its museum membership program, the Library makes available to its users family passes to the Boston Museum of Fine Arts, the Museum of Science, the Children's Museum, and the New England Aquarium. These passes give free admission into the museum for a family of four. The passes are loaned for one day use and may be reserved in advance.

The Friends of the Library sponsor various fundraising events each year in order to purchase the family passes to the Museum of Fine Arts, the Museum of Science and the New England Aquarium. The Friends also purchase publicity supplies for the library and subsidize other library expenditures. The museum passes alone require \$1,200 worth of fundraising each year from the Friends. Residents may make memorial contributions to the Friends for the purchase of books or video-cassettes. The library trustees wish to express their sincere appreciation to the Friends for their continued efforts to promote the Library.

The Tewksbury Newcomers and Neighbors have purchased the family pass to the Children's Museum in Boston for the past several years, with additional fundraising done by the elementary school PAC's, for which the trustees are grateful. The Tewksbury Garden Club has donated floral arrangements throughout the year, for which we are also grateful.

The trustees greatly appreciate the efforts of our Library Director and staff, who implement our policies and who are ultimately responsible for the actual delivery of and changes in library services.

The trustees would like to take this opportunity to thank members of the library staff for their conscientious service during the year. The staff includes two full-time employees, Library Director Elisabeth Desmarais and Assistant Director Fran Moore; and five permanent part-time employees: Mary Gaffney, Elinor Haines, Mary Kutcher, Susan Levy, and Mary McLaughlin. In January, 1988, the Library lost an invaluable resource when Jean Mann retired after twenty years of devoted service to the Library. Her knowledge of the Town's history was a great asset. The Library's part time custodian is John Grenda, who works tirelessly to keep the building clean. We would also like to thank the D.P.W. employees who care for the library grounds and assist with various other tasks.

The trustees extend deep appreciation to Ida Ford who continues to volunteer her time on a weekly basis as she has done for the past twelve years. Our other regular volunteers are Lorraine Gerry, Edna Smith and Sandra Hession. Ilene Vinal helped with preschool story hours in the fall. We appreciate the time and efforts of these volunteers.

The library trustees invite members of the community to attend the monthly meetings of the Board, which are held on the second Monday of each month in the Library's Conference Room. At these meetings, the six elected trustees deal with policies and goals for the library.

The Library is open to the public during the following hours:

Monday thru Thursday 9:00 a.m. until 9:00 p.m.

Friday and Saturday 9:00 a.m. until 5:00 p.m.

The library trustees invite the Town's residents to visit the public library and to make use of its collections, services and special programs.

Council On Aging

As the Council on Aging enters into its tenth year of governing the Tewksbury Senior Educational Drop-In Center, its members, senior citizens and many supporters can take great pride in their accomplishments.

During 1988 approximately 5,000 meals were delivered to Senior shut-ins and over 9,000 congregate meals were served by the Senior Center with supplies provided by the Merrimack Valley Nutrition Program.

Each week an average of 35 to 40 people visit with the Lowell VNA nurse during her two hour clinic at the Senior Center. To accommodate the number visiting the nurse, many seniors are seen on alternate weeks. This service has helped tremendously in the Council's efforts to provide preventative measures for good health and well being among the elderly.

Other aspects of good health have been maintained by the Council's continual emphasis on exercise and creativity.

The exercise program which the C.O.A. originally held at the Lowell Boys Club is now held at the Senior Center each Monday morning and continues to be very successful.

Our Senior Citizens have been walking each morning, in each season, on an average of 1½ to 4 miles daily. The Smile-A-Milers, as they call themselves, have represented Tewksbury at walking rallies throughout the State including the Annual Governor's Cup Event sponsored by the Department of Elder Affairs.

Add dancing, bowling, swimming, golfing and ice skating along with arts and crafts, whist, bingo and cards, Japanese Bunka Embroidery, reading, puzzle making and movies to the lives of our senior citizens and you have healthier and happier individuals.

This past year the Council has had the advantage of being awarded grant monies from the Massachusetts Arts Lottery, which enabled the Council to conduct instructed classes in pottery and ceramics.

The Council on Aging was also awarded a grant from the First Foundation to assist in offering certified CPR and Basic First Aid courses to our Senior Citizens.

Grant monies awarded to the Council on Aging by the Executive Department of Elder Affairs for FY88-89 will be expended to repair the roof and a very dangerous icing problem at the Center.

During the past year our Senior Citizens have taken many day trips. They visited the Rameses Exhibit, Symphony Hall and many theatrical productions. They have gone deep sea fishing and have also climbed Mt. Willard, N.H.

Nineteen, eighty-eight marked the year that the Alzhiemers Alert Program began in the Town of Tewksbury. To initiate this program into the Town, the Senior Center was chosen to hold the Town's first registration seminars. Registration for the Alzhiemers Alert Program are taken at the Senior Center or the Tewksbury Police Department.

This past year over 150 people received their flu vaccine at the Senior Center under the supervision of the Tewksbury Board of Health.

For several years now, the Senior Center has been the site for the Town's distribution of Government Surplus Foods. Commodities are distributed to 600 families quarterly.

During the early part of the year, VITA volunteers were stationed at the Senior Center to assist senior citizens and low income residents with their tax returns.

Through the efforts of Silver-Haired Legislator, William Strob, and the generosity of Attorney John Callan, Senior

Citizens were able to file a Declaration of Homestead with the registry of deeds at the Senior Center.

In addition, the Senior Center was the host agency for many lectures and presentations by local doctors, businessmen and organizations whereby emphasizing the importance of education and community awareness.

Some highlights of the year were: the honoring of our senior couples who had celebrated their 50th wedding anniversaries which is done at our Annual Valentine Dance; the appearance of the Yankee Doodle Cloggers at our ice cream social; a Hawaiian theme social; the GAC Senior Citizen Pageant; the Annual Crafts Fair; a warm and heart enlightening good olde fashion hayride; monthly socials; and, the C.O.A. Annual Christmas Dinner when everyone gathers in friendship and in fellowship during the holidays. At this year's Christmas Dinner we were honored to have among our guests Selectmen Charles Goldwell, Charles Copolla, William Hurton, Chairman Jay Kelley and their lovely wives.

Through the generosity of an Anonymous donor and monies raised from other supporters and the seniors themselves, central air-conditioning units were installed at the Senior Center.

This past year, the exterior of the Senior Center was refurbished and painted by the Painters Union/District #35. Once again Representative James Miceli and Selectman Charles Copolla helped in this endeavor. The Golden Age Club, Inc. generously donated the monies for paints and supplies for the entire project.

Plans to resurrect the concept of Senior Heritage Day at the Tewksbury Memorial High School began in 1988. The Council submitted yet another grant proposal to the Department of Elder Affairs for this intergenerational program and is in hopes to obtain funding for the event.

When one adds the progress of 1988 to the accomplishments of previous years ... when part of the Centers grounds were landscaped and a walking track and bucci court were developed ... when a vegetable garden area was established for our seniors ... when a stage and storage room addition was constructed ... when a picnic area was cleared and maintained ... when a lawn mower, an audio system, a copy machine, a TV, a VCR, a new coffee machine, and outside light globes were added ... when outside flood lights, a burglar alarm system, ceiling fans and an outside awning were installed ... when new carpeting was placed throughout the Senior Center, new banisters built and many volunteer hours rendered ... then one must acknowledge that our seniors and their supporters have come a long way in preserving their Senior Center, especially in light of the fact that these accomplishments were made outside the realm of Town appropriations and saved many tax dollars.

Present day circumstances on the State and Federal levels are resulting in many cuts of services to a population that is on a steady increase, a population that is growing in its needs. It is the hope of the Council on Aging to continue in its endeavors and to fulfill its ultimate goal in providing a holistic environment of services and programs for those Town citizens, our senior citizens, who have contributed to the development and the prosperity of the Town over the last five or six decades.

As Chairperson of the Council on Aging, I graciously take this opportunity to thank all those people who supported our budget request at the 1988 Annual Town Meeting. Your support and how it effects the lives of our Senior Citizens is immeasurable.

The Council on Aging, and the senior citizens of the Town invite all residents to visit the Senior Center, a home away from home, where you will get "caught" in the excitement of living and relish in the joy and energy of life itself.

Respectfully submitted,
Susan Sullivan, *Chairperson*
Linda Brabant, *Coordinator*

HEALTH and SAFETY

Board of Health

Police Department

Building Department

Fire Department

Civil Defense

Board Of Health

Very few people understand or know just what the Board of Health and the Health Department stand for and just what they do.

It is impossible in this short report to go into all of the things the Board of Health is involved in and that lends to enhance the mystique as to just what our responsibilities are.

We are a regulatory agency. Our job is to see that certain public health rules and regulations are complied with; to formulate public health rules and regulations that are specifically designed to protect the health and well being of the residents and general public in the Town of Tewksbury.

Much of our responsibility is mandated by State law, for example, restaurant inspections, septage disposal, disease reporting and follow up and, etc. A lot of what we have to do, although not mandated by law, is expected and assumed to be carried out by us. This includes air quality, housing (radon, sanitation, rodent control), occupational health, hazardous substance control and many others.

Although greatly understaffed (one director and one secretary) in the past year we have been able to accomplish a number of important health corrections and improvements. In 1988, the Health Department was involved in an outbreak of salmonella; odor problems involving a street that is surrounded by wetlands; a number of hazardous waste spills; several incidences of illegal dumping; household hazardous waste collection along with our regular duties of investigating complaints of houses unfit for human habitation, septage discharging to the surface of the ground, lack of heat or water in rented dwellings and many other health related problems.

Our role in environmental health protection and disease prevention in public health has been obscured or weakened mainly by the fact that we are short handed in the Health Department and most people see our role primarily as it relates to them. Restauranters observe us only as inspecting restaurants, builders see us as our role relates to septic systems, etc. Every year the state mandates more and more responsibility to the local Board of Health without consideration given to how these mandates can be accomplished. In 1988, the state mandated no smoking sections for restaurants and lead testing of homes, giving the responsibility of enforcement to the local Board of Health.

The elected members of the Board of Health agree that we have accomplished and addressed the major and most serious public health concerns. There are many problems that we are unable to address and many that are being marginally addressed.

It is almost as if we are a crisis oriented board. We will continue to focus our efforts in the areas of preventive health services, such as flue clinics, illness prevention (air, water pollution), health promotion (radon testing of homes and public buildings), but we cannot do this alone, we need your support.

William L. Lindsey,

Chairman, Tewksbury Board of Health

PERMITS ISSUED:

Septic System—New	99
Septic System—Repair	95

194

Installer's	56
Pumpers	35
Transport Offal	7
Food Service	100
Catering	3
Mobile Food	7
Milk	84
Hotel	3
Trailer Park	1
Pool	4
Masseuse	2
Funeral Directors	4
Animals	51

Legionnaire's Disease	1
Meningitis	1
Haemophilus Influenza	1
Yersiniosis	1

CLINIC ATTENDANCE

Flu	600
TB	32
Hepatitis	10

ANIMAL BITES

Chipmunk	1
Bat	1
Cat	1
Rabbit	1
Dog	50

COMMUNICABLE DISEASES INVESTIGATED

Campylobacter	8
TB	1
Giardia	11
Pertussis	2
Salmonella	26
Hepatitis B	2

PERC/HIGH WATER TESTS INSPECTIONS

Septic Systems	582
Food Service	200

STRUCTURES CONDEMNED

2

Building Department

1988 Building Department Report

Permits	No.	Value	Fees
New Dwellings	139	\$ 9,908,919	\$ 59,974.00
Multiple Family Dwellings (121 units)	18	5,601,600	34,362.00
New Commercial Const.	22	9,224,712	46,170.00
Commercial Additions	43	2,707,510	14,402.00
Additions to Dwellings	391	3,855,582	19,811.10
Second Dwelling Units	10	263,580	1,330.00
Pools	80	577,059	2,859.00
Signs	45		4,177.00
Changeovers and/or chimneys	121	30,631.00	
Demolitions	7		700.00
Temporary Trailers	9		225.00
Earth Removals	8		800.00
TOTAL	893	\$32,148,960	\$215,441.00
Recording Fees	10		3,400.00
Chapter 40-A Fees	2		500.00
Certificates of Inspection	31		1,734.00
Re-Inspections	1		50.00
Map Sales	1		2.00
Stop Work Orders	2		200.00
			\$ 5,886.00

**TOTAL BUILDING FEES
PAID TO THE TREASURER** **\$221,327.00**

Wiring Permits	680	\$ 45,981.00
Plumbing Permits	574	22,820.00
Gas Permits	497	5,305.00
Sewer Entry Permits	105	3,150.00
Underground & Re-Inspections	73	730.00
TOTAL PLUMBING, GAS AND WIRING FEES PAID TO THE TREASURER		\$ 77,986.00

Building Department Personnel:

Goerge T. Nawn, Sr., *Building Commissioner*
 John J. McCarthy, *Alternate Building Inspector*
 Loretta Miggos, *Operations Assistant*
 Patricia Hennessy, *Sr. Account Clerk*
 Sandra Stevens, *Sr. Clerk Secretary*
 Catherine Mazzuchi, *Sr. Clerk Secretary*
 David R. Sargent, *Plumbing & Gas Inspector*
 Jeremiah Delaney, *Wiring Inspector*
 Philip Sousa, *Alternate Wiring Inspector*

Police Department

Tewksbury Police Roster

Chief of Police:	John R. Mackey	1975
Deputy Chief of Police:	Denise L. Rosen	1976
Lieutenants:	Paul Gearty	1966
	George Hazel	1980
	Walter Jamieson	1968
	Warren Layne	1970
	Edward Martin	1975
Sergeants:	Robert Cook	1965
	Anthony DiCalogero	1975
	Paul Johnson	1962
	Walter Jop, Jr.	1970
	Richard Landers	1970
	William Layne	1980
	James McKenna	1980
	Dennis Peterson	1975
Patrolmen:	Peter Amari	1974
	John Barry	1984
	Clifford Bolton	1973
	Leonard Bolton	1975
	Robert Carroll	1973
	Martin Cormier	1959
	Joseph DeLucia	1974
	Paul Doherty	1974
	Paul Doherty Jr.	1988
	Alfred Donovan	1984
	Ralph Ford	1980
	Robert Haines	1956
	James Hodgdon	1988
	James Hood	1988
	James Jones	1962
	Stephen Kandrotas	1978
	Lafortune, Raymond	1988
	Alan Landers	1968
	William Latta	1975
	Debra Maguire	1986
	Jerille Nickerson	1986
	James Luz	1973
	Francis Pappas	1988
	Henry Perry	1974
	Mark Perry	1988
	John Powers	1981
	Paul Ringwood	1973
	Donald Ryan	1970
	William Schwalb	1988
	Michael Sheehan	1988
	Timothy Sheehan	1987
	Allan Stephens	1968
	Roger Tanguay	1984
	Paul Thomas	1982
	Brian Warren	1988
	Robert Westaway	1981
	Edward Lukas	1989
	Robert Budryk	1989
Policewoman Steno:	Maryellen Higginbotham	1977
Full-time Secretary:	Virginia Terrazzano	1978
Perm. Part-time Clerk:	Eileen Newton	1987
Janitor:	Herbert Patterson	

Reserves:

Leborah Barry	Sharon McClafferty
Douglas Beek	Carl Magnusson
Wayne Benson	Donna May
Lurren Berthel	Nancy McCarthy
Sott Carline	Michael McGrath
Valter Collins	Frederick
Donald Cook	McKenna
John Cooney	Chris Mehrmann
Michael DelTergo	Marilyn Menezes
Michael Doherty	Constance Morris
John Donoghue	Beverly Mosher
James Graham	Kevin O'Keefe
Herbert Hadley	Herbert Patterson
Geryl Hiltz	William Perrin
John Jarek	Joseph Reiss
Daniel Kerber	James Rogers, Jr.
Timothy Kerber	John Spencer
John Latta	Richard Sullivan
Richard Layne	Bruce Sweet
Warren Layne, Sr.	Mark Tanguay
Douglas Maclaren	Roland Desharnais

Police Record

Assault & Battery	79
Assault & Battery on a Police Officer	15
Assault & Battery with a dangerous weapon	28
Armed Robbery	2
Unarmed Robbery	7
Assault & Battery with intent to murder	1
Prison (Attempted)	8
W.O.L.	0
Breaking and Entering in the nighttime	210
Breaking and Entering in the daytime	230
Disorderly Person	39
Violation of the Drug Laws	220
Default Warrants	165
Disturbing school assembly	0
Prisoner failing to return	0
Burgery	9
Interfering with the police	2
Respassing	22
Possession of a dangerous weapon	30
Larceny over \$100.00	125
Larceny under \$100.00	80
Malicious damage	406
Minor in possession of alcohol	119
Non-support	70
Possession of burglarous tools	23
Possession of molotov cocktails	0
By-Law) public drinking	177
Rape	10
Receiving stolen property	25
Threatening	28
Uttering	9
Bomb Threats	2
Unnatural act	12
Protective custody	344
Operating under the influence	250
Motor vehicle violations	4200
Complaints investigated	9802
Breaking and entering complaints investigated	440
Accidents	1500
Juveniles arrested	133
Adults arrested	650

Fire Department

Fire Department Roster

Chief:	Thomas Ryan	1972
Acting Deputy Fire Chief:	John C. Cuneo	1960
	Donald Greer	1975
Captains:	Robert E. Collins	1970
	Kenneth W. Holden	1960
Acting Captains:	Richard A. Gath	1971
	Phillip W. Zerofski	1971
Lieutenants:	Richard A. Barrelle	1960
	John W. Burris	1972
	Lawrence P. Driscoll	1971
	Robert A. Fowler	1970
	James J. Graham	1972
	Edward J. Kearns	1970
	David W. Levy	1973
	Bruce A. Reed	1971
	*James P. Ryan	1975
	*George E. Yost	1976
Acting Lieutenant:	David Austin	1973
Firefighters:	Robert C. Briggs	1960
	*Gerald D. Colton	1984
	Stephen A. Cotugno	1975
	John F. Coviello	1969
	Cosmo J. DiBiase	1969
	Robert L. Dogherty	1969
	*Joseph S. Dogherty	1986
	*Daniel J. Donovan	1984
	James E. Farley	1970
	John F. Field	1970
	*Oscar O. Forero	1985
	Russell W. Gourley, Jr.	1970
	*Donald Greer, Jr.	1986
	*Richard Hamm	1987
	*Scott Keddie	1987
	Gary Kerr	1988
	John K. Lightfoot	1976
	*Robert H. Little	1984
	*Richard J. Mackey	1979
	Paul A. Mahoney	1947
	Kenneth I. Mallinson	1967
	William R. Millett	1970
	Robert P. Morris	1976
	*Timothy N. Niven	1985
	John T. O'Neill	1976
	Richard F. O'Neill, Jr.	1959
	*Stephen Powers	1982
	*Daniel Sitar	1987
	*Michael Sitar	1984
	*Jon Viscione	1985
	*Vance VonKahle	1987
*Emergency Medical Technicians		
Dispatchers:	Mary J. Daley	1975
	Constance R. Morris	1979
	Donna J. Smith	1988
	Edward N. Wilson	1987
Secretary:	Mary A. Kane	1962
Resigned:	Grace M. Hudson	11/17/88
Dismissed:	Kevin Munro	11/17/88
Retired:	James J. Morris	7/31/88

TEWKSBURY FIRE DEPARTMENT—RUNS FOR 1988

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total
All Other	29	16	21	23	22	21	22	21	30	32	21	17	275
Ambulance	69	83	86	74	112	132	116	93	74	94	86	107	1126
Ambulance Mutual Aid	8	2	6	6	6	4	4	5	0	2	2	4	49
Assist Ambulance	31	37	39	32	50	50	67	51	41	45	42	65	550
Auto	3	4	11	10	28	13	24	11	8	14	14	16	156
Brush	3	0	22	34	11	30	17	9	7	15	8	5	161
Building	4	0	1	2	3	2	2	1	1	2	4	1	23
Chimney	1	2	0	1	1	1	0	0	0	1	0	3	10
Dump & Dumpster	2	0	2	2	2	2	1	2	3	2	1	3	22
Electrical	3	3	0	0	6	5	7	7	4	1	3	3	42
False Accidental	5	11	1	4	16	16	13	13	12	13	22	15	141
False Malicious	1	0	1	1	0	0	1	0	2	2	0	2	10
Inspections	55	46	77	77	58	62	57	69	96	126	68	50	841
Investigations	6	6	6	16	5	11	10	21	16	20	11	14	142
Mutual Aid	4	5	8	3	1	4	2	0	1	0	1	2	31
Oil Burners	4	0	0	1	2	0	0	5	1	1	0	3	17
Service Calls	9	9	3	0	16	15	14	33	42	45	49	36	271
TOTALS	237	224	284	286	339	368	357	341	338	415	332	346	3867

Civil Defense

Departmental Report of 1988-89

During the year of 1988-89 Emergency Management/Civil Defense coordinated the formation of a hazardous materials evacuation plan for the Town under the Superfunds Reauthorization Act. It provides a plan of action and if necessary evacuation in the event of a hazardous materials incident anywhere in Town. This process involved representatives of local industries and Town department heads in coordination with State and Federal representatives.

A comprehensive Emergency Management Plan was also formulated for the Town. It provides a plan of action in the event of any type of emergency or disaster, natural or otherwise that may occur. This process involved a state coordinator as well as Town department heads.

The compilation of these two plans was very successful. Everybody cooperated and worked well together. My thanks to everybody who participated in the successful completion of these plans.

Respectfully submitted,
Michael W. Sitar, Jr.

PUBLIC WORKS

The Department of Public Works strives to provide to the community and its residents the highest standard of municipal service. In the past year the department has continued its maintenance oriented program in conjunction with its expansion of the sanitary sewer and road reconstruction. I feel that we, as a department are improving and will strive to provide the maximum effort to the community in the upcoming year. The organizational breakdown of the Public Works Department is as follows:

Administration	Service Date
William R. Burris, Jr., <i>Superintendent</i>	1978
Marylyn Doherty	1969
John Kane	1955
Linda Monahan	1983
Highway/Tree	
Robert Belida	1983
William Chandler	1976
Kevin Conlon	1984
Alfred Gray	1955
Valter Haley	1952
Paul Lambert	1975
Lawrence Kane	1984
James Nolan	1969
Robert Nolan	1986
Frank Sellars	1982
James Shimkus	1967
Timothy Stronach	1985
Roger Trott	1963
Jack Ward	1984
Vehicle Maintenance	
Loyal Hudson	1986
Robert Marsh	1960
James Marshall	1976
John P. McCarthy	1969
Engineering	
Doris Doherty	1984
Thomas Fiorello	1986
Sean Sullivan	1987
Frank Janas	1987
Parks	
Cornelius Barry	1987
Frank Giannetti	1985
Ernest Lightfoot	1973
James Lightfoot	1985
John Salerno	1988
Water/Sewer	
William Blakeney, Jr.	1981
Mamie Burke	1982
Thomas Casey	1980
Lorraine Cuskey	1978
George DeRoche	1972
George Deshler	1967
Brian Gath	1985
Allan MacGilvary	1987
Michael Peters	1987
Clarence Richards	1986
Richard Stoddard	1982
Richard Westaway	1972
William Wilkinson	1966
Water Treatment Plant	
Leon Garrant	1988
George Notenboom	1989
Lewis Zediana	1988
Ed Viewig	1988
Dean Triachis	1988

Custodian	1987
Clayton Stokes	
Snow Expenditures	\$342,947.00
Park Permits Issued	48
Street Opening Permits 1988	
Gas Permits	87
Water/Misc.	66
Sewer/Misc.	4
Contract/Sewer	1
State Permits	7
Miscellaneous	2
TOTAL	167
Drainage Projects Completed:	
<i>Repaired</i>	
Fisk Street	
Marshall Street	
Highland Avenue	
Navillus Road	
Karen Lee Lane	
Lowell Street	
Kevin Street	
Marston Street	
County Road	
John Street	
<i>Installed</i>	
East Street	
Vern Bay Ave.	
Livingston Street	
Champion Street	
Northgate Road	
Vale Street	
Extend Easement Rogers Street	
Maplewood Road	
Martha Ave.	
River Road	
Pike Street	
Bay State Road	
Livingston Street	
Kearsage Ave.	
Rogers Street	
Patricia Drive	
New Water Services installed in 1988	222
New Meters installed by the Water Division	193
Business Meters installed by their contractors	114
checked by W.D.	
Replacement Meters installed by the water division	114
New Hydrants installed in 1988	49
Hydrants checked & repaired	54
Miles of main installed in 1988	4.5 miles
Replacement and repair of water services by W.D.	18
Vehicles Maintained	
Police	
Dog Officer	
Civil Defense	
Auxiliary Police	
Community Action Committee	
Trees Removed	100
Spraying of road side brush	150 miles
Highlights of 1988	
Water Treatment Plant Opening—June, 1988.	
1st Annual Lighting of the Town Common	
Respectfully submitted,	
William R. Burris, Jr.	
<i>Superintendent of Public Works</i>	57

EDUCATION

General Information

Superintendent's Report School Committee

Staff List

Enrollment by Schools

Shawsheen Regional Vocational Technical School

School Department General Information

Registration for School in September 1988

Kindergarten: A child must be five years old as of August 31st of the year entering Kindergarten.

First Grade: A child must be six years old as of August 31st of the year entering the First Grade.

No School Announcements

School will be closed only in the case of severe inclement weather. The schedule of no school signals in effect for this school year follows:

A series of three sets of two blasts (2-2-2) on the horns at the State Hospital and the Tewksbury Fire Department indicate no school at the following times for the groups indicated.

6:45 A.M.—No School At All Schools

7:45 A.M.—No School—All Elementary Schools Only (K-6)

Announcements relative to closing schools for inclement weather will be carried by radio stations WRKO, WCAP, WLLH, WCCM, WBZ, WHDH, WNEV.

When it is in the interest of students' safety to delay the opening of school due to weather conditions, the Superintendent will notify the public by the same procedure as "no school" announcements are made.

Report of the School Committee

This past year was a very productive one for the school committee as many of its goals and objectives were attained.

The year began on a very positive note when the committee was able to reach a compromise with the town manager, board of selectmen and finance committee on the school department's budget prior to town meeting.

During the past year the committee was able to successfully negotiate contracts with all of its major departments. Also negotiated was a retirement incentive package for the Superintendent of Schools, Mr. John W. Wynn. Mr. Wynn will be retiring in 1991 after more than twenty-five years of service to the Town.

The school committee adopted several new policies this past year to address the changing needs of the community. The kindergarten entrance age was changed so that a child entering school must be five years of age by August 31st of the school year. A new promotion policy, based on the child's reading skills, was adopted for the elementary grades. Also adopted this past year was a new policy on school attendance for all grade levels.

Other accomplishments during this past year included the implementation of a 9th grade orientation program at the high school and the maintaining of moderate class sizes throughout the school system.

The school committee placed a major emphasis on the cleanliness and appearance of its school buildings during the year and had extremely successful results. During the past summer extensive work was done to improve the appearance of the high school building and grounds. Also this past summer we saw the removal of asbestos from the ceiling of the cafeteria at the Heath Brook School. It is the intent of the committee that the maintenance, cleanliness and appearance of our schools continue to be a priority in the future.

Not willing to rest on its past accomplishments the school committee has already begun to look ahead into the 1990's. The committee is in the process of conducting a study of projected elementary enrollments and will continue its research into the feasibility of a middle school for Tewksbury.

The school committee wishes to extend its sincere appreciation to the townspeople for their support in the past as well as in the future.

Report of the Superintendent of Schools

The Honorable School Committee and the Citizens of Tewksbury.

Herewith I am privileged to submit my twenty-fourth annual report as Superintendent of the Tewksbury Public Schools. In last years report I addressed four major areas that impact the quality of education in Tewksbury. These areas were Program Development—Demographic Changes—Staff Development—Funding Services.

In this report I will follow-up in much greater depth one of the areas I believe needs studying and resolution in the next few years—Demography.

In the area of Demographics we try to project enrollment figures five years in advance. The results are obtained using a survival-ratio technique which relies upon two variables, live births and average grade to grade progression ratios. This method has proven to be one of the best and most frequently used methods available. Progression ratios are calculated for each grade over a period of ten years and the average of these ratios (percent) is used to project the grade enrollments for the next five years.

The same method is used for projecting enrollments for Kindergarten. For example in 1974, 323 births were recorded for Tewksbury residents. Five years later in 1979, 383 students showed up for Kindergarten which is one hundred and nineteen percent of the births in 1974. (Survival Ratio of 119%). Using this method the average for ten years is 110% which indicates a 10% immigration factor for Kindergarten schools. The following chart illustrates the method used for projecting Survival Ratios for Kindergarten as well as projected Kindergarten enrollments for the years 1989 through 1993.

Year	Births	Year	Kind.	Ratio
1974	323	1979	383	119%
1975	294	1980	336	114%
1976	287	1981	333	116%
1977	261	1982	382	108%
1978	278	1983	297	110%
1979	286	1984	321	112%
1980	292	1985	319	109%
1981	285	1986	321	113%
1982	302	1987	320	106%
1983	258	1988	247*	96%

AVERAGE RATIO FOR 10 YEARS = 110%

PROJECTIONS

1984	295	1989	325	110%
1985	280	1990	309	110%
1986	336	1991	371	110%
1987	383	1992	422	110%
1988	375*	1993	414	110%

*Reflects low birth rates in 1983 (258 births) and the change in Kindergarten entrance age (5 years old as of August 31st)

The Survival Ratios that were used for grades 1 through 12 follow:

K-1	99%	6-7	99%
1-2	93%	7-8	99%
2-3	95%	8-9	70%*
3-4	96%	9-10	97%
4-5	98%	10-11	97%
5-6	98%	11-12	94%

*Reflects students attending Shawsheen Tech. and Private Secondary Schools

In 1974 student enrollment peaked in Tewksbury (7,263 students). In 1974 kindergartens were introduced into the school program for the first time. Since 1974 enrollments have fallen each year to its current level of 3,671 students. The rate of decrease has been slowing down, but for years the projections have shown no end to the decline. Our projections show that enrollment will finally bottom out in 1991 and then begin to increase in 1992.

Births to Tewksbury's parents bottomed out in 1977 (261) and since then, with the exception of one year (1983) they have either increased or remained fairly constant.

Since 1986 there has been a significant increase in births. This is partially due to the children of the baby-boom becoming parents themselves, and many of their offspring are already in school.

Beginning next September, Kindergarten enrollment in Tewksbury will increase each year peaking in 1992 when we project about 422 kindergarten students. In 1993 there will be 414 students in Kindergarten. Until birth records become available for subsequent years, we will not be able to continue the projections.

Elementary school enrollments will be swelling over the next few years and in 1991 a definite pattern of increased elementary enrollments will be evident. By 1993, five years from now, we project 2,219 students in grades K-6, which is an increase of 139 elementary school students over our present enrollment. This translates into the need for 6 additional elementary classrooms in 1993 (23 students/room). By 1993 the enrollments for grades 7 and 8 will decrease by 42 students (two classrooms), while grades 9-12 will decrease by approximately 200 students which could translate into eight fewer classrooms needed at the high school.

The enrollments clearly indicate that in 1991 elementary school enrollments will begin to climb substantially with the continuing decline in secondary enrollments. This situation requires very close monitoring over the next five to ten years. If birth rates continue at the present rate, new home construction continues in Tewksbury attracting families with children and the economy remains good we can predict a growing school enrollment beginning in 1993; after eighteen years of declining enrollments. During the years 1975 through 1986 the enrollment shrinkage was significant with a loss of more than one hundred students each year. Since then it has slowed down significantly, only a loss of seventy-six students this year.

The enrollment study reveals an important trend—we are enrolling more students in Kindergarten than we are graduating from grades 12. This trend began with slight differences in 1984. However, beginning in 1989 a definite significant difference begins to show-up and in 1992 and 1993 there is a dramatic difference with almost a two hundred student difference in 1992 and almost a three hundred student difference in 1993. During the five years between 1989 and 1993 our projections indicate an increase of 831 students entering Kindergarten over the number of students graduating. The following chart confirms this trend:

A comparison of the number of students entering Kindergarten with those graduating from high school for the next 5 years.

	K	Grad.
1989	325	230
1990	309	232
1991	371	188
1992	422	197
1993	414	163
TOTALS	1841	1010 (+831)

Another comparison which highlights the school housing problem over the next five years is a comparison between the elementary school enrollment (K-6) and the secondary school enrollment (7-12). There is a significant increase in elementary school students as the following chart illustrates:

YEAR	K-6	7-12	DIFFERENCE
1989	2080	1425	655
1990	2048	1363	685
1991	2082	1298	784
1992	2160	1282	878
1993	2219	1267	952

All these figures and projection charts clearly indicate that we are facing a housing re-alignment for our student population. The present elementary schools cannot house all the elementary school age students (Kindergarten through Grade 6). However, the problem is too complex to address in this report.

There are many factors which must be studied, evaluated and finally a recommendation arrived at for solving the problem. There isn't a perfect answer, an easy answer or an answer that will please everyone. There is an answer, however!

We do know that we are facing a shortage of elementary classrooms and a surplus of secondary classroom—particularly at the high school. What does this mean?

K-4 Elementary Schools?

6-8 Middle School?

5-7 at the Junior High School?

8-12 at the High School

5-6 I.G.E. at the High School?

K-3 Elementary Schools?

4-7 at the Junior High School?

Some K-3 and K-4 and K-5 Elementary Schools?

K-5 Elementary Schools?

Grades 6-9, 10-11-12 at the High School?

Additions to Elementary Schools?

New Construction?

Use the Center School?

None of the above are recommendations. It is my opinion that some combination of the above will be implemented. Many variables must be studied and evaluated. What happens if the trend of a significant enrollment increase continues beyond 1993? We must plan for that eventually.

We must assess the best utilization of our school buildings. We like to have an equitable distribution of students in order to achieve a reasonable balance of teacher/pupil ratio in each class at every grade level. At the elementary level—depending on the grade—we like to keep class size at an average of between 20 to 25 students per class. This is our goal and in order to do this at all schools it will be necessary to do some redistricting and/or grade re-alignment for the elementary schools. Inevitably this always raises concern among parents, however, we must respond to what is best for all students in

the elementary schools, even if it means changing the school a child attends to achieve this balance. In addition to redistricting students we are currently involved with a study committee which is looking into the feasibility of changing the Junior High School into a middle school with the possibility of a different grade configuration—perhaps with the addition of grade 6.

Well Into the 1990's?

The time has come to study the problem of school housing beginning with 1990. The present configuration of basically neighborhood elementary school districts must undergo change. Beginning in the 1990's the present system of elementary school districts will not work.

What is the solution?

In order to get a broad range of community participation for solving this problem, I am recommending that the Long Range School Planning Committee be re-established for some similar committee, made up of school administration, School Committee members and citizens at large, to do an indepth study of the problem and make recommendations for School Committee action.

The 1990's present a significant challenge for student housing. I am confident that with a renewed commitment to excellence and with the school department staff, school committee, parents and town officials working together we will be able to address this challenge and arrive at a solution which will meet the diverse needs of our students as we prepare our students for the 20th Century.

Our citizens are most generous in expressing their approval and pleasure with the type of education we are trying to provide here in Tewksbury. They are also honest and frank with any criticism of our schools within the framework of wanting to achieve excellence in our program. My hope is that we will keep focusing on this goal of excellence.

I wish at this time to express my appreciation to my two Assistant Superintendents, Dr. Edward J. Farley, and Mr. John F. Ryan for their invaluable guidance, assistance and work in their respective areas. To all the Central Office staff, principals, assistant principals, teachers, aides, clerical and custodial staff, as well as the school food service workers, and all employees of the department, we all owe our deep appreciation. The Tewksbury Public Schools could not function without the teamwork of all of these people. They work to provide for all our children a first class education at a cost which is consistent with the Town's ability to pay.

We owe a special thanks to the members of the School Committee who give generously of their time, talents and efforts in order to provide the best possible education for the children of Tewksbury. The work of the School Committee deserves the appreciation and respect of every citizen. Their dedication and concern is directed at providing the best they can offer our youth within serious budget constraints. To the other town officials, town manager, parent advisory groups, civic, church and fraternal groups—all who have helped to provide quality education in Tewksbury, I extend my sincere appreciation and thanks.

Respectfully submitted,
JOHN W. WYNN
Superintendent of Schools

Staff

School Committee Members

Donna Colella, 1990
William Emerson, 1989
Charles LaBella, 1991
Benjamin Maxwell, 1989
Patricia Meuse, 1991

Central Office Administrative Staff

John W. Wynn, M.Ed., *Superintendent of Schools*
Dr. Edward J. Farley, Ed.D.,
Assistant Superintendent, Instruction
John F. Ryan, *Assistant Superintendent, Business*
Thomas Nawn, *Central Office Assistant*
Thomas Lovett, *Data Processing Coordinator*

Memorial High School

William DeGregorio, M.A., *Principal*
Joseph Crotty, *Assistant Principal*
Anthony Romano, *Assistant Principal*
Norman Marble, *Assistant Principal*

English

Robert Manzi, *Department Head*
Carol Acone Callahan
John Bresnahan
Joan Kelley
Elsa Marsh
Linda Novelli
Joanne O'Brien
Andrew Pappathan
Susan Patterson
John Perreault
Sheila Walsh
Jacqueline Williamson

Social Studies

Warren Bowen, *Department Head*
Sandra Bettencourt, *Computers*
Donald Cormier
James Kastritis
Patricia Koravos
Christos Koumantzelis
Robert MacDougall
Sharon Milenavich
William Piscione
Donald Stewart, *Media Specialist*

Mathematics

Bryce Collins, *Department Head*
Judith Bruce, *Computers/Math*
George Economou
Cynthia Lavalley
Maureen McNamara
Elizabeth Papik
Roger Pilat
Gerald Rideout, *Computers/Math*
Carol St. Germain
Dolores Sullivan

Science

Marilyn O'Brien, *Department Head*
John Clarke

Edward Cremins
Richard Gropman
Mary Herlihy
Patricia Lannon
Joseph LeProhon
Wade Longley
Kathleen Mofield
Pamela Needham

Foreign Languages

Frances Renaud-Stephan, *Department Head*
Henrietta Aroujo
Leo Frechette, *Tutorial/Independent Study*
Daniel O'Brien
Maureen Rideout
Mary Sullivan

Art

Daniel Rogacki
Donald Sullivan

Business Education

Anita MacDonald, *Department Head*
Judith Berube
Dale Black
Melanie Buccola
Robert deGaravilla
Heidi DeRosa

Distributive Education

Cynthia Basteri

Industrial Arts

Norris O'Brien, *Department Head*
Lawrence Basteri
Richard Otis

Home Economics

Anne McDermott
Barbara Mersereau

Music

Joseph Musumeci, *Director*
Roger Whittlesey

Physical Education

David Marcus, *Director*
Robert Aylward, *Athletic Director*
Nancy Billings
Steve Levine
Robert McCabe
Susan Scofield *Part time*
Donna Tanner

Health

Denise Saindon

Tewksbury Junior High School

Richard Griffin, *Principal*
George Abodeely, *Assistant Principal*

English

James McGuire, *Department Head*
Jason Andrews
Anthony Blandini
Elizabeth Kyle, *Developmental Reading*
Pamela McDade

David Mullen, *Developmental Reading*
Mary Murray, *Developmental Reading*
Brenda O'Brien

Social Studies

Warren Yaeger, *Department Head*
Maureen Kelley
Patricia Krol
James LeClair
Anne Maloy
Stephen Prodanas

Mathematics

Sharlene Locker, *Department Head*
Sandra Barnett
Albert Bradley
Mary Keenan
Rosamond Malatesta
Rosamond Malatesta
Norman Marble

Science

Alfred White, *Department Head*
Kathleen Connell
Louis Garceau
Glen Osterman
Marilyn Steele
Richard Zbieg, *Computers*

Foreign Languages

Claire Piscione

Industrial Arts

John Jarek
Timothy Sloman

Home Economics

Bonita Hansberry
Mary Laffey

Art

Linda Malone

Music

Nancy Laws
Thomas O'Toole

Physical Education

Martha Doukszewicz
Thomas Morrill

Health/Values

Cynthia Abate-Upson

Business Education

Constance Goldsworthy

I.G.E. Program

Richard Griffin, *Principal*

5th Grade

Maureen Gropman
August Jardin
Rita O'Sullivan
Dolly Sacramone

6th Grade

Virginia Bunting
Thomas Conlon

William Kirwin
Kevin McArdle

I.G.E. Aides

Janice DiPietro
Jean Olsen

Heath Brook School

Antonio Terenzi, *Principal*

Grade 1

Joan Ciambella
Pauline King
Susan LaMotte
Helen Matysczak

Grade 2

Dorothy Foley
Dorothy Hudak
Brenda McWilliams

Grade 3

Barbara Duarte
Elaine Fiske
Chris Hassan

Grade 4

Donald Barry
Marcia Kalarites
Lorraine Nastek

Grade 5

Alfred LeClair
Richard Mousseau
Martha Quinn

Grade 6

Joanne Krainski
Frederick Leahy
Elaine Mullen

Kindergarten

Maureen Cody
Patricia McDonnell

Kindergarten Aides

Linda Austin
Rita Boudreau

Loella F. Dewing School

John Weir, *Principal*

Grade 1

Meredith DeBow
Maureen Kane
Janice Lunn
Claire Reed
Patricia Stratis

Grade 2

Geraldine Rubico
Shirley Sanford
Carole Sullivan
Barbara Vitallo

Grade 3

Maureen Buckley
Mary Lou Morris

Patricia Tellier
Rose White

Grade 4

Raymond Loosen
Robert Maloney
Ann Read
Sandra Ryan

Grade 5

Carlton Clark
Iris Koumantzelis
George Paul

Grade 6

George Kalarities
George Paul
Richard Schadlick
Monica Weir

Kindergarten

Margaret Harcourt
Cathy Ronan

Kindergarten Aides

Jane Juskiewicz
Margaret Smith

Louise Davy Trahan School

Edward Pelletier, *Principal*

Grade 1

Virginia Callahan
Mary Feick
Maureen Jackman
Ann O'Hara

Grade 2

Catherine Brimer
Nordice Chute
Kathryn Quinn
Christine Themeles

Grade 3

Madeleine DeLuca
Elizabeth Santos
Karen Ware

Grade 4

Patricia Dias
Joan Friedman
Marimargaret Roberts

Chapter I Program

Mildred Mulno
Priscilla Titus

Kindergarten

Gwen Hedrick
Barbara Krueger
Marjorie Petalas

Kindergarten Aides

Diane Kelley
Patricia Lightfoot

North Street School

William Tsimtsos, *Principal*

Grade 1

Arlene Breault
Judith Lodi
Bernie Zantuhous

Grade 2

Jacqueline Dupont
Elaine Maxwell
Carolyn McLaughlin

Grade 3

Charles Allen
Alma Davis
Joan Ryan

Grade 4

Marjorie Conlon
Cassandra Edell
Gayne Gray

Grade 5

Robert Cullen
Maureen McSheehy

Grade 6

Frances Gath
Eugene Sdoia

Kindergarten

Sheila Gurry

Kindergarten Aides

Linda Beaulieu
Margaret Smith

Non-Certified Aides

Linda Boucher
Judith Fitzgerald

Guidance—Memorial High School

Priscilla Betses, *Director of Guidance*
John Donoghue
Henri Dufour
Elisabeth Gaffney
John Maloy

Guidance—Tewksbury Junior High School

Linda Hair
Thomas Madden

Librarians—Systemwide

Hope Place—Memorial High School
Gertrude Carey—Tewksbury J.H.S.
Arlene King—Head Elementary Librarian

Reading Specialists

Karla Conway
Robert Horgan
Susan Lachance
Georgia Ruckledge

Elementary Art

Gail Hamilton
Carol Rodgers
Betty-Ann Themeles

Elementary Music

Joseph Buckley

Susan Thorne
Betty Turner

Elementary Physical Education

James Manley
Janet McMahon
Bonnie Roberts

Gifted & Talented

Elise Racicot

Health Educator

Sal Gallo, *Director*
Lisa Wenzel

Special Education Department

Dr. Michelle DeAngelis, *Administrator*

System-Wide Team Chairperson

Lee Muller

Early Childhood Education Facilitator

Roseanne Boghossian

Adjustment Counselors

Robert Appolloni
Carol Brooks
Joan Norton
Frederick Penza
Gail Shinberg
William Traveis

Speech Therapists

Jan Fuller
Craig Howard
Jane Kelley
Janice McCabe

Visually Handicapped

Therese Morin

Early Childhood Specialist

Gwen Kodner

Moderate Special Needs

Ruth Anderson
James Auten
Antoinette Byrnes
Eleanor Edelstein
Nancy Farrey
Carole Anne Gallo
Eileen Gardner
Donna Graham
Carole Holmy
Lisa Hughes
Isabel Jankelson
Kaspar Kasparian
Mary Kennedy
Ann Knower
Donna LeCam
Mary Manseau
Carlene Neumann
Stephanie Pagiavlas
Mary Ann Primerano
Carol Sagro
Sandra Samojeden
Myra Chang Thompson
Thomas Walsh

Special Education Aides

Eleanor Beloin
Kathy Connolly
Trudi Hennemuth
Pamela Lussier
Norma Nastek
Elaine Riley—Part time
Doris Worthington
Kathy Brandt

Occupational Therapist

Jennifer Spadafora

Physical Therapist

Ann Maloney

E.S.L. Tutors

Mary DiCiccio
Marie Dube'

School Nurses

Sally Brennan
Louise Gearty
Yvonne Hall
Judith Hopkins
Kathleen Knowles
Alice LeDuc
Charlotte Sargent

School Secretaries

Florence Antonuk
Delores Barlow
Patricia Boucher
Theresa Brown
Josephine Campo
Paula Coppola
Anne Duncan
Dorothy Doherty
Beverly Erlandson
June Fowler
Dorothy Gendall
Joanne Kearns
Mary Maguire
Patricia Napoli
Valerie Rogers
Jeanne Samples
Anita Sartori
Ann Sexton
Barbara Tanner
Nancy Thompson
Elaine Tower

Library Aides

Ann Donnelly
Judith Dziadosz
Martha Feran
Marilyn Fowler
Mary Gale
Barbara Keefe
Jean Keyser
Evelyn McCabe
Mary Nawn
Vasilike Stevens
Rosemary Sullivan
Mary Turcotte

Custodians/Maintenance Staff

Joseph George, *Maintenance Foreman*
John Regolino, *Supervisor of Custodians*
John Anderson
Robert Anderson
Eleanor Antonelli
Henry Benson
William Bomil
Bernard Boudreau
William Carlson
William Cuskey
Richard Fallon
Thomas Gilbride
Eric Gordon
David Greene
George Greenman
Robert Howard
Eugene Kelly
Bruce MacDonald
Louis Marion
Daniel Martin
Joseph McCann
Bruce Nyren
William Oleson
Roy Osterberg
Donald Page
John Ryan
Kurt Schimmelbusch
Thomas Sullivan
Peter Thuillier
Joel Trull
James Zousimas

Matrons

Joan Andella
Michelle Lafond

Food Service Department

Joan Martin Dey, *Director*
Eleanor Bisset, *Manager*

Phyllis Boumel, *Manager*
Theresa Harrington, *Manager*
Carole Friedman, *Manager*
Rose Moore, *Manager*
Lorraine McPhee, *Manager*
Mary DiBella
Maureen Bedard
Judy Dickinson
Marie DiFabioi
Anna Dobbin
Agnes Fowler
Margaret Gilbert
Marilyn Gretskey
Judith Hanlon
Rochelle Hastings
Diane Lombardi
Connie Miranda
Dolores Montecalvo
Marie Nolan
Mildred Patterson
Jeanine Rheault
Elizabeth Ryder
Barbara Stevens
Louise Suozzo
Ivane Thibedeau
Marcella Urquhart
Janice Woodman

Attendance Officers

Robert Cook
George Hazel

Attendance Clerk

Dorothy Peach

In-House Suspension Supervisor

Joseph DelGrosso

Audio Visual Aides

Mary Morris
Kathleen Penney

GUIDANCE DEPARTMENT REPORT

Priscilla Betses, *Director of Guidance*

In 1988, the Presidential Election Year, education received a great deal more attention in the media than normal. The four major themes nationally were also high on the local agencies. They were: substance abuse; providing day-care or pre-school; making higher education a goal of every American; and upgrading the standards of public education.

The guidance counselors and the entire school staff have been conscientiously developing strategies to work with students in building positive attitudes and self-esteem. We have introduced programs targeted to our 6 to 18 year old population to develop and maintain a healthy mind and body and to say "NO!" to drugs, chemicals, alcohol, and other substances which could harm them or others. We work closely with other agencies in the community and through a cooperative venture with the parents, the police and health departments we have a program to identify and assist students who are vulnerable to experimentation or are indeed addicted to abusive substances.

Our primary goal in public education is to prepare each one of our students to achieve his or her academic potential and to prepare our students to be contributing members of our society. We address the social ills of society when they affect our students directly as we could not achieve our primary goals unless the students came to school in the proper physical and mental condition.

On the national scale, day-care and pre-school were major issues to the welfare of our students who come from single parent families. These students must have the proper bonding, nourishment and experiences in order to enter formal education and to function at a level of competency equal of their peers. The day-care and pre-school concept is one that has been in place in many foreign countries for many decades satisfying a totally different need than the major one in the United States. In Europe and in the Far East this phenomenon was introduced to alleviate the economic constraints of the individual families and of the countries that have day-care and pre-school. In our country, however the primary purpose is due to the fact that more than 50 per cent of the students in public education are from single-parent families and the parent must be employed. The most common ways to address the issue are with direct government intervention and/or by the employer providing the services as a prerequisite.

The third issue that received a great deal of attention this past year was the affordability of higher education for all Americans. The cost of higher education has been escalating at a rate much higher than the inflation and many private and parochial institutions of higher education are being forced to close their doors or introduce new and innovative ways to finance an education to their institutions. A cooperative venture has been developed between financial institutions and higher education to assist parents in long-range planning in order to meet future needs for the cost of higher education. There are other alternatives such as co-operative programs, delayed programs, evening divisions, deferred financial assistance programs, etc., which must be explored by each individual prior to the application process. It is recommended that parents address this issue very early in the student's career in order to avoid any undue anxiety.

The fourth issue we heard a great deal about this election year was upgrading the standards of public education, William Bennett, Secretary of Education, conducted a study of the American High Schools in which he cited a number of ex-

emplary schools and he proposed a minimum curriculum for a high school diploma. His fictitious high school was named the James Madison High School. The Secretary's attempt to standardize the minimum requirements of a high school diploma was well received and he followed it up with a study at the elementary school level. He called this the Madison Elementary School Program.

Since public school education standards and requirements are set by local option it would be extremely difficult to adopt a unified curriculum as suggested by the Secretary. However, in many parts of the country standards of a much higher degree are in place. In urban and suburban schools in the Commonwealth we are appraised annually by the mandated basic skills and the assessment tests. We receive State and National Norms and are given every opportunity to adjust our course.

It is reassuring to the guidance counselors from our daily contact with our students and staff and in light of all of the research and trends, that the students of the Tewksbury Public Schools represent the very best example of the youth in today's society.

Our students are attending and succeeding in colleges and also in the world of work. We are proud of our graduates.

TEWKSBURY MEMORIAL HIGH SCHOOL Scholarship Award Recipients Class of 1988

Tewksbury Youth Center	Joanne Morello
	April Richard
Middlesex Women's Club	Deborah Maxwell
Tewksbury Golden Age Club	Joseph Andriolo
	Kathleen Cooke
Louise Davy Trahan Mem. Schol.	Kris O'Connor
Tewksbury J.H.S. Student Council	David McSweeney
	Kris O'Connor
	Richard O'Neill
Heath Brook School PAC Schol.	Helene Rheault
David Keon Memorial Scholarship	Kellie Lightfoot
Digital Scholarship	Deborah Maxwell
Wang Laboratories	Gerald Rideout
	Kristin Conley
	Peter Frend
	SonJoo Hwang
	Melissa Chinchillo
Tewksbury Rotary Club	Krissie Connor
	Joanne Morello
Loella Dewing School PAC Schol.	Matthew Jarek
Balfour Award	Kristen Hansen
TMHS Art Department Scholarship	Lisa Munn
Tewksbury Garden Club	Scott Lamon
	Kristine McDermott
Tewksbury Teachers' Association	Mary Horgan
	Helene Rheault
Gary T. Strong Mem. Scholarship	Gerald Rideout
Redmen Baseball Booster Club Schol.	Christopher Mader
	Peter Frend
	Scott DeVivo
Elks National Scholarship	Deborah Maxwell
Tewksbury Youth Hockey Assn.	Ronald Perrin
	Derek Doherty
	James Hamilton
James E. Brooks Memorial	Gerald Rideout
Redmen Football Scholarship	Scott DeVivo

James E. Brooks Memorial
Redmen Football Scholarship
James Bernardi Memorial Schol.
Tewksbury Youth Football
Scholastic Athlete Award
Tewksbury Youth Cheerleading
Scholarship
Tewksbury Wilmington
Lodge of Elks
Li'l Red Schoolhouse Scholarship
Tewksbury Youth Baseball Schol.

National Honor Society Scholar.

Tewks. Wilmington Emblem Club
Tewksbury Veterans Assn. Schol.

James J. Gaffney, Jr. Mem. Schol.
Luke Byrnes Memorial Scholarship

Tewksbury Lions Club Scholarship

Tewksbury Schools Food Service
South Tewksbury Betterment Assn.

Tewksbury Neighbors and
Newcomers Club
Mabel Anderson Memorial Schol.
TMHS PAC Scholarship

Jason Masser Memorial Scholar.
Mrs. Indelicato Memorial Schol.

George Kyricos Memorial Schol.
Dennis McGadden Memorial Schol.

TMHS Class of 1988

Music Association Award

Music Loyalty Award

Michael Hughes Memorial Scholar.

Sean Green
David McSweeney
Claire Tremblay
Gerald Rideout

Christine MacMullin

Deborah Maxwell
Gerald Rideout
Kristine Romano
Peter Frend
Gerald Rideout
David McSweeney
Helene Rheault
Gregory Wilcox
Deborah Maxwell
Patricia Finsel
Kelley Conway
Renee Brooks
Douglas Boudreau
Deborah Maxwell
Scott Niles
Gerald Rideout
Leanne Babine
Gerald Rideout
Jeanne Muise
Peter Frend
SonJoo Hwang
Gerald Rideout
Kristin Conley
Melissa Chinchillo
Helene Rheault
Kimberly Dickinson
Kelley Conway
Mary Horgan
Deborah Maxwell
Anne Marie Dailey
Kris O'Connor
Karina King
SonJoo Hwang

Brian Anderson
Stacie Whynot
Sean Manseau
Daniel Fiore
Timothy Quinn
Daniel Fiore
Jeanne Muise
Justine Short
Kristin Conley
Krissie Connor
Christina Frotten
Jeanne Muise
Daniel Fiore
Emily DeMeo
Christine Donahue
Christine MacMullin
William Haslam
Anne Marie Dailey
Brian Cooney
Kimberly Dickinson
Sonia Mirabella
John Sweeney
James Hamilton
John Cho
Steven Bassil
Timothy Quinn

James E. Brooks Memorial Schol.
James E. Brooks Memorial
Basketball Scholarship
John Sughrue Memorial Scholar.
Honorable James Miceli Award

Gerald Rideout
James Sullivan
James Sullivan

Brad Homola
Kristen Hansen

*The following students also received scholarships
from their prospective colleges and organizations*

Ladies of St. John's Hosp. Schol.
Phil Iliopoulos Memorial Scholar.
Wakefield Class of 1963
AFL AFSCME Local 842
Louis Picanso Award
Barry Agganis Memorial Scholar.
United States Marine Award
Brown Ashe Scholarship
Presidential Scholar., Salem State
College, Full Tuition
Merrimack Valley Philharmonic
Society
National Honor Society Scholar.
Sponsored by National Assn.
of Secondary School
Army Reserve—National Scholar.
Athlete Award
Horace W. Myers Memorial Gift
Quinnipiac Dean's Scholarship
Holy Cross Scholarship—
Eastern Star Scholarship
University of Massachusetts
Freshman Scholar Award
Univ. of N.H. Scholarship
Bentley College Scholarship
Boston University Athletic Scholar.
Massachusetts DECA Scholarship
AFL-CIO Scholarship
Bentley College Scholarship
Assumption College Grant
Bentley College Academic Grant
Rollins College Athletic Scholar.
Bentley College Scholarship
University of Maine Academic
Scholarship
New Hampshire College Scholar.
St. Francis College
Scholarship (Pennsylvania)
Merrimack College Scholarship
Boston College Full Tuition
Athletic Scholarship
Simmons College Grant
Dean Junior College Scholarship
Worcester Polytechnic
Institute Scholarship
Merrimack College Freshman
Scholar Award

Justine Short
Melanie McCluskey
Michael Wyshak
Krissie Connor

Krissie Connor
David McSweeney
Sean Manseau
Suzanne Bourque

William Haslam

Deborah Maxwell

Krissie Connor
Gerald Rideout
Jennifer Myers
Kris O'Connor
Richard O'Neil

Craig Parker

Helene Rheault
Gregory Wilcox
Scott DeVivo
Katherine Galvin
Sean Green
Kristen Hansen
Colleen Kiely
Jill Kutcher
Christopher Mader
Deborah Maxwell
Jessica Miller

Tracey Abbott
Christine Bernard

Christopher Bova
Daniel Britten

Melissa Chinchillo
Diane Collins
Kristin Conley

Brian Cooney

The Commonwealth of Massachusetts Scholars are: Deborah Maxwell—Gerald Rideout, Krissie Connor, SonJoo Hwang. Of more than one million students who took the 1986 PSAT/NMSQT and entered the 1988 Merit Program, only about 50,000 are being honored by National Merit Scholarship Corporation. Approximately 35,000 out of one million participants are commended students. I would like to recognize and congratulate three of our students who achieved this status: William Haslam, Jennifer Myers, Joseph Seely. Tewksbury Memorial High School students are grateful for all the generous contributions made to them to help defray the cost of their college expenses. The awards and scholarships for this year reached \$326,300.

Computer Laboratories

(Dr. Edward J. Farley, Assistant Superintendent)

Since the early nineteen eighties our school system has been committed to providing our students with the ability to function in a computer oriented society. Our goal is to have all our graduates computer literate.

The following statement from the United States Department of Education emphasizes the need for computer instruction:

There is a widespread agreement that the use of educational computers has the potential to alter profoundly and improve the quality of instruction and learning at all levels of education.

In 1983 a decision was made by the School Committee to provide every student access to computers by having computer laboratories in all schools. Each year additional software and/or hardware have been added to the laboratories.

All elementary schools have a computer laboratory. A teacher in each building serves as a computer aide to assist the principal and teachers in implementing and improving the elementary computer curriculum, and overseeing the computer laboratory. Each elementary school has at least fourteen Apple II central processing units in a room set aside as a computer laboratory. These are accompanied by disk drives, monitors, and printers. A large collection of software, primarily from the Minnesota Educational Computer Consortium, is available in every school.

Kindergarten and primary grade teachers are encouraged to take their students to the computer laboratory for one hour per week. Fourth grade teachers schedule at least one hour per week in the computer laboratory for instruction in computer literacy and whatever computer applications they choose

to use. Fifth and sixth grade teachers schedule at least one hour per week in the computer laboratory to write letters and compositions using a word processor. In addition to these required word processing uses of the laboratory, teachers also use the computers for demonstrations, drill and practice, tutorial lessons, instructional games, and simulations.

The Junior High School has a full time computer teacher. Each seventh grade student takes an Introduction to Computer Science course for one period per week for one half year. Each eighth grade student takes a Computer Science course for two periods per week for one half year.

Two rooms are used as computer laboratories at the Junior High with a total of thirty Apple II computers. One laboratory is used by the computer teacher and the other is available for all teachers to use with their students.

At the Senior High School six teachers are involved in computer instruction in some or all of their classes. The courses are in Basic Programming, Computer Applications, Word Processing/Transcription, and Computer Accounting. To carry out these courses a number of computer laboratories are available. They contain sixteen IBM computers, twenty-two Apple computers, thirty-two Radio Shack (Tandy) computers, twenty-eight Digital terminals, and twenty-four Wang terminals.

The need for technological literacy is especially great in Massachusetts. Our economy is dependent upon a workforce skilled in working with computers. The computer laboratories are the prime vehicle for providing our students with the skills needed to take their place in a fast changing technological environment.

Tewksbury, Massachusetts

MONTHLY SCHOOL ENROLLMENT

Official Enrollment: 9-30-88

SCHOOL	K	1	2	3	4	5	6	7	8	9	10	11	12	Spec Ed.	Total
HEATH BROOK	74	93	74	65	67	66	60							33	532
LOELLA DEWING	70	104	95	96	83	65	72							52	637
LOUISE TRAHAN	66	93	80	63	61										363
NORTH STREET	37	75	64	66	57	35	37							7	378
JUNIOR HIGH						102	74	266	317						759
SENIOR HIGH										212	254	245	291		1002
	K	1	2	3	4	5	6	7	8	9	10	11	12	Spec Ed.	Total
TOTALS	247	365	313	290	268	268	243	266	317	212	254	245	291	92	3671

Shawsheen Valley Regional Vocational/Technical High School

Elected representatives of the Regional School Committees are:

Bedford

Anthony R. Mazzone
Mark Trifiro

Billerica

Kenneth L. Buffum
Bernard Hoar

Burlington

John P. Miller, *Chairman*
Sandra McNeal, *Secretary*

Tewksbury

Richard E. Griffin
J. Peter Downing

Wilmington

Kevin J. Sowyrda, *Vice-Chairman*
John Gillis, *Treasurer*

Francis McLaughlin, School Committee member from Burlington from 1984-1988 resigned in October because of a move to Florida. Mr. McLaughlin was twice elected Secretary of the Board, serving in that role in 1987 and 1988. The District is saddened with the loss of this outstanding member and pleased with the appointment of Ms. McNeal.

As one of twenty-six regional vocational technical school districts in the Commonwealth of Massachusetts, Shawsheen Valley Tech provides academic classes and comprehensive vocational/technical training for approximately twelve hundred forty secondary high school students from Bedford, Billerica, Burlington, Tewksbury and Wilmington.

The year began with a significant step for vocational technical education, when the Vocational Technical Reform Act passed both branches of the Massachusetts State Legislature and was signed by Governor Michael Dukakis on January 13, 1988. This landmark legislation, co-authored by Charles Lyons, Shawsheen Tech Superintendent-Director, will increase state aid to the school, reducing assessments to local communities, and will provide the District with needed equipment grants.

Unfortunately, funds were not appropriated by the legislature in FY89. Shawsheen Valley Tech continues to work towards this end, with Mr. Lyons having made a presentation to the state's local aid force. The District School Committee appreciates the enthusiastic support of the residents of the District to help with passage of this important piece of legislation.

In June of 1988, three hundred nineteen students graduated, with more than ninety-seven percent either acquiring jobs within their skilled professions or pursuing higher education. Seniors were awarded over 75 scholarships and awards, including four Commonwealth scholarships, and a Robert Byrd Scholarship. There are only ten Byrd Scholarship recipients in each Congressional District.

Vocational Projects

Shawsheen Valley students and the five communities again benefited from the wide variety of projects students undertook for individuals, municipal and non-profit organizations. Individuals have the opportunity to see the talents and dedication of our students and instructors; organizations not only receive quality work, but save thousands of taxpayer dollars by using school services. Students have the opportunity to perform real-world work for actual customers.

One major undertaking for the school year was the house building project. Shawsheen students from Carpentry, Electrical, Plumbing, and Masonry, under the direct supervision

of their individual shop instructors, successfully constructed a split-level house in Bedford for Mr. and Mrs. Roger Wilson. Each year, since 1970, Shawsheen Valley Technical students have built a house within the five member towns. Interested residents are urged to contact the school directly to secure rules of eligibility.

Students in other vocational programs contributed their talents to the towns in the school district in numerous ways. Maintenance Mechanics and Masonry students built four park benches for the Tewksbury Garden Club. Maintenance Mechanic students installed fourteen sliding glass doors at the Billerica Dog Pound, and repaired fire axes and hooks for the district's fire departments. The Masonry shop built a brick and block electrical room to house controls for a new scoreboard at the Marshall Middle School in Billerica, and ceramic tiled two bathrooms at Burlington High School, repaired the steps for the VFW in Billerica, and installed two new access doors at the Billerica Boys Club.

Metal Fabrication students built, repaired and service equipment for the five towns. For the Billerica Fire Department, they made Scott air pack hooks and heavy duty coat hangers and repaired emergency door openers. The Tewksbury School Department benefited from repaired and spruced-up desks, chairs, lockers and baskets. Students built hose cabinets for the Bedford forestry fire truck and welded brackets for the Wilmington Department of Public Works.

The Machine Technology Department has completed a variety of projects, services and repairs for the District Fire Departments, Police Departments, and Water Departments.

Technical Illustrating/Commercial Art created covers for both the Billerica Annual Report and the Billerica Finance Committee Report. Students designed posters for the Billerica Health Department and the Wilmington Family Council Services.

Awards to Health, Business Tech

Health Technology students participated in the Bedford Health Fair. They demonstrated the electrocardiogram, and did Heart Risk Factor Assessments on the participants. The Lahey Clinic affiliation was expanded to include sophomores working as Health Assistants on the clinical units. The seniors continued doing externships in the ambulatory care clinics, electrocardiography, and phlebotomy areas.

The Health Technology Advisory Committee has been nominated for outstanding service by the Massachusetts Department of Education. The Lahey Clinic has been nominated for the outstanding co-operative employer. Nominees, representatives from the Lahey Clinic, St. John's Hospital, New England Rehabilitation Hospital and other area medical facilities, along with staff members from the Health Technology Department were honored at the First Annual Awards Banquet for Business and Industry held recently.

The Business Technology program at Shawsheen provides valuable training for students in the workplace. As part of the students' preparation for the business world, they acted as Open House guides, Crafts Advisory secretaries, library aides, and mailroom clerks. Students from this department are also responsible for the operation of the school store, which included management, inventory, stocking shelves and sales.

The highlight of the school year was the Business Technology Annual Awards Assembly held in June. Students were cited for their skill accomplishments, along with honors or the many VICA (Vocational Industrial Club of America) awards they had received during district and state competitions. This year, Business Tech Instructor, Linda Kane LeClaire was honored by the presentation of the Exemplary Teacher of the Year Award.

Academic Updates

In academic areas, Shawsheen's curriculum updates continued to insure that the needs of all our students were met. The school continues to offer a quality academic program that affords students the opportunity to attend colleges and universities throughout the United States. In the Science program a new senior course, a comprehensive review of life science, was added, giving seniors another option to meet the science requirement for both high school graduation and college application. The science department is looking forward to initiating a school-wide science fair this year.

The Physical Education Department welcomed Mr. William Ritchie back from one year leave of absence. Staff members attended seminars to expand our school-wide fitness testing.

In the Social Studies Department, all ninth graders embarked on a world geography program. A staff member received a Horace Mann Grant to broaden the curriculum for seniors, resulting in an expanded program in civics, appropriate for this election year.

The Math Department and English Department expanded the curriculum to meet the needs of students having to satisfy the Commonwealth's Basic Skill Testing. Technical Math was added to Grade 12.

Craft Advisory Committee

Over 300 local businessmen and women continued to serve on the Craft Advisory Committees which oversee curriculum and recommend equipment needs in each vocational/technical area. Historically, local businesses have always employed at least 72 percent of each graduating class, with that class of Shawsheen Tech graduates earning and contributing more than three million dollars annually to the local economy. The Class of 1988 was no exception. These students benefited from the close cooperation of local business people who serve as members of the Craft Advisory Committees. Through this supportive relationship, students learn not only from their instructors, but from the expertise of these advisors, and receive

excellent employment opportunities through their efforts. Upon graduation, there are approximately five job offers for every graduate who fulfills the curriculum requirements.

Adult Training

Shawsheen Tech continues to serve the needs of district towns through its Adult Education program which attracted more than 650 people this year to a variety of courses and career training opportunities.

In the Health field, Shawsheen, with St. John's Hospital and the Lahey Clinic, trained welfare recipients as Medical Assistants and E.K.G. Test Technicians. Lahey Clinic in Burlington provided the inter-training site for those who received classroom and laboratory training in medical assisting at Shawsheen.

Shawsheen Adult Technical Institute in collaboration with Alpha Industries, Altron, Inc., Dynamics Research Corporation and Bay State Skills Corporation funded a \$100,000 dollar training program for adults in Electronic Test Technician and Microwave Bonding programs. Thirty-two unemployed adults were retrained and placed in jobs through this offering.

Project Space

Shawsheen Tech continues to expand its involvement with the towns through Project S.P.A.C.E., a gifted and talented program for students in Grades 7-12. Students can research and develop projects in Environmental Technology and Robotic Electronics. During 88-89, S.P.A.C.E. will expand to include Computer Aided Design in Drafting, Drama Workshops, and Microcomputer Programming.

The major accomplishment in the data processing area during the past year has been the implementation of a new financial system. This system is made up of a large number of programs which allows us to completely eliminate the manual bookkeeping system. Purchase orders, invoices, vendors, budgets, and payroll are all integrated into this system. Checks are cut by computer for employees and payroll vendors. A payroll history is maintained for each employee, showing all deductions and earnings, broken down by each payroll period. These programs have saved many man hours in the financial area as well as improving the availability of up-to-date information for management control.

Considerable progress has been made in student scheduling through this new system. Future plans include incorporating guidance information, grades, absentee records, biographical data, and course availability listings.

FINANCES

Treasurer — Collector
Appropriations Board of Assessors
Town Employee Earnings
Auditor's Report - Receipts and Expenditures

Report of the Treasurer-Collector

To The Honorable Board of Selectmen and Citizens of
Tewksbury

Gentlemen and Residents:

I submit herewith my report for the Fiscal Year ending June 30, 1988.

This Office continued its efforts to improve record keeping, the manner in which records are kept and filed, the limination of unnecessary documents and papers, and putting certain information into book form. Several new file cabinets were purchased and are in use. Years of old excise taxes, bank statements, cancelled checks, daily receipts, withholding statements, tax warrants, etc., totalling 27 cartons, were destroyed this year by incineration after obtaining permission from the Records Management Section of the State Supervisor of Public Records. A yearly program of having the real estate tax commitments, along with other tax records and warrants professionally bound has been started.

We anticipate that the town computer will be installed and in use for the start of the 1990 Fiscal Year. This is expected to eliminate a great deal of the time consuming and repetitious methods of record keeping currently in use. The computer should also enable us to make and create programs for our individual bank and trust accounts and for the easy availability of current dollar amounts for both the treasurer and collectors receipts and cash balances.

A start has been made to gradually replace worn and obsolete office furnishings, including chairs and desks, and to purchase new equipment, such as a copy machine and cash

register, to help the staff complete our functions in an easier, more timely and efficient manner.

The Town Manager has instituted policies which have helped to bring uniform record keeping and standards for all departments and rules which make compliance with this office's requirements automatic or more easy to obtain.

The Treasurer's request for budget funding of the cost of banking services and tax collection systems and result elimination of the compensating balance accounts was highly successful and resulted in substantial savings to the Town. Our policy of retaining a minimum number of Town accounts, consistent with sound investment policy and borrowing flexibility, continues in force and the Town's interest earnings remain good.

We continue to be very pleased with the help and cooperation received from all of the Town departments and employees and would like to thank them through this report.

Our efforts continue to keep this office accessible and receptive to the townspeople, Town departments and employees and our increased window hours have been well received.

Please come in or call us, David Sullivan, Dot Harding, Betty Johnson, Pat Qua, Theresa Gillette, Donna Gill, Dotty Ann Lightfoot, and Cynthia Bravernick, in the lower Town Hall or at 851-7366; we will make every effort to serve and assist you.

Respectfully submitted,
WARREN R. CAREY
Treasurer-Collector

GENERAL

Cash on hand June 30, 1987	\$ 8,537,758.26
Receipts to June 30, 1988	57,592,698.35
Journal Adjustments and Returned Checks	-4,137.50
Unlocated difference from Auditor June 30, 1987	+3,303.69
	<u>\$ 66,129,622.80</u>
Paid on Warrants by the Town Auditor F/Y 1988	\$ 60,517,172.99
Less accounts payable on Warrants	-737,979.90
Net Warrants June 30, 1988	\$ -59,779,193.09
Unlocated difference from Auditor June 30, 1988	+363.78
Balance June 30, 1988	<u>\$ 6,350,793.49</u>

SEWER

Cash on hand June 30, 1987	\$ 1,603,025.94
Receipts to June 30, 1988	7,248,937.20
	<u>\$ 8,851,963.14</u>
Paid on Warrants by the Town Auditor F/Y 1988	\$ 7,834,169.29
Balance June 30, 1988	<u>\$ 1,017,793.85</u>

REVENUE SHARING

Cash on hand June 30, 1987	\$ 263,284.95
Receipts to June 30, 1988	2,877.82
	<u>\$ 266,162.77</u>
Paid on Warrants by the Town Auditor F/Y 1988	\$ 260,001.00
Balance June 30, 1988	<u>\$ 6,161.77</u>

Detail of Debt Outside of the Debt Limit

School Project — Chapter 645, Acts of 1948	\$ 5,290,000.00
Water Project — General Laws, Ter Ed. Chapter 44	7,265,000.00
Sewer Project — General Laws, Chapter 44.....	3,210,000.00
	<u>\$15,765,000.00</u>

Trust and Investment Funds

Cash and Securities in Custody of Town Treasurer as of June, 1988.

Conservation	\$ 56,707.55
Foster School Fund.....	9,888.89
Pierce Essay Fund.....	672.09
Cemetery Perpetual Care Fund.....	9,312.57
Stabilization Fund.....	20,248.79
Fairgrieve Memorial Fund	371,756.59
Mahoney Family Reward Fund	1,486.29
	<u>\$ 470,073.67</u>

Statement of Town Debt — Fiscal Year Basis

1989	1,640,000.00	1998	\$ 1,270,000.00
1990	1,510,000.00	1999	1,265,000.00
1991	1,470,000.00	2000	1,265,000.00
1992	1,460,000.00	2001	880,000.00
1993	1,460,000.00	2002	880,000.00
1994	1,435,000.00	2003	880,000.00
1995	1,315,000.00	2004	665,000.00
1996	1,280,000.00	2005	660,000.00
1997	1,275,000.00	2006	660,000.00
			<u>\$21,270,000.00</u>

Statement of Interest — Fiscal Year Basis

1989	1,689,450.00	1998	\$ 645,575.00
1990	1,563,190.00	1999	539,012.50
1991	1,440,357.50	2000	432,510.00
1992	1,320,207.50	2001	344,342.50
1993	1,200,767.50	2002	273,985.00
1994	1,082,077.50	2003	203,482.50
1995	968,165.00	2004	142,987.50
1996	859,585.00	2005	93,150.00
1997	752,435.00	2006	43,530.00
			<u>\$13,594,810.00</u>

	F/Y 1988	F/Y 1987	F/Y 1986	F/Y 1985	Previous Years
Real Estate					
Committed	15,740,007.55	-0-	-0-		
Outstanding 7/87	-0-	387,401.46	2,298.73		
Collections	15,128,025.74	374,792.85	3,449.17		
Abatements	157,052.95	1,416.49	558.00		
Refunded	56,340.70	12,696.44	2,277.22		
Transfer to Tax Title	93,070.42	30,839.60	1,513.38		
Transfer to Tax Poss.	1,678.60	-0-	-0-		
Misc. Adj.	-409.00	+6,951.04	+944.60		
Balance 6/30/88	416,111.54	-0-	-0-		
Water Liens					
Committed	334,991.81	-0-			
Outstanding 7/87	-0-	23,440.77			85.00
Collections	306,631.17	12,578.90			
Abatements	896.64	893.00			
Refunded	-0-	-0-			
Transfer to Tax Title	8,466.69	-0-			
Added to Tax Poss.	988.50	-0-			
Misc. Adj.	+409.00	-8,978.87			
Balance 6/30/88	18,417.81	-0-			85.00

Personal Property

Committed	801,393.03	—0—			
Outstanding 7/87	—0—	11,231.17	5,893.08	6,571.68	35,244.79
Collections	789,239.59	4,977.33	119.27	—0—	—0—
Abatements	1,310.58	82.57	—0—	—0—	—0—
Refunded	2.10	—0—	—0—	—0—	—0—
Misc. Adj.	—0—	+26.13	—0—	—0—	—0—
Balance 6/30/88	10,844.96	6,197.40	5,773.81	6,571.68	35,244.79

Motor Vehicle Excise

Committed	1,239,482.32	—0—	—0—	—0—	—0—
Add'l Commitments	—0—	744,862.30	31,609.17	—0—	—0—
Outstanding 7/87	—0—	37,294.02	36,356.59	25,867.34	793.14
Collections	798,441.09	678,884.56	39,037.62	478.21	580.38
Abatements	39,128.11	41,992.35	2,038.12	23,809.05	—0—
Refunded	6,661.51	11,820.62	1,323.93	—0—	—0—
Rescinded Abatements	—0—	—0—	—0—	226.08	580.38
Misc. Adj.	—0—	+198.04	-10.34	-1,806.16	793.14
Balance 6/30/88	408,574.63	73,298.07	28,224.29	—0—	—0—

Board Of Assessors

Norman O. Boudreau, *Chairman*
 Barbara A. Flanagan
 Charles J. Stella

Value of Real Estate

January 1, 1988.....\$1,577,459,100.00

Value of Personal Property

January 1, 1988.....\$ 38,246,725.00

Total Value January 1, 1988.....1,615,705,825.00

Total Value January 1, 1987.....\$ 963,387,500.00

TOTAL LEVY FOR FISCAL YEAR 1989

Town.....\$ 34,572,665.62

State & County.....\$ 58,948.00

Overlay of Current Year.....\$ 649,225.99

Cross Amount to be Raised.....\$ 36,734,693.55

Total Estimated Receipts

and Available Funds.....\$ 18,945,167.62

Net Amount to be Raised on Property**Personal Property**

1988.....\$ 558,784.65

Real Estate

1988.....\$ 17,230,741.28

Total Taxes Levied on Property

1988.....\$ 17,789,525.93

Water & Sewer Liens Added to Taxes

1988.....\$ 362,367.25

MOTOR VEHICLE RATE \$25.00**MOTOR VEHICLE AND TRAILER EXCISE**

Amount of Warrants to Collector.....\$ 1,861,198.00

FY '89 TAX RATE: \$ 9.72 Residential
 \$14.61 Commercial

Name of Employee	Base Salary
Employee	Inc. Longevity

Boudreau, Norman	\$19,912.12
Flanagan, Barbara	7,597.95
Stella, Charles	7,597.95
MacGilvray, Anne	15,419.47
Tompkins, Margaret	32,591.73
Trudeau, Cynthia	28,163.99

Auditor's Report

To the Citizens of Tewksbury:

I herewith submit my report of financial transactions for the fiscal year which ended June 30, 1988.

The change in format conforms to the structure of the Uniform Municipal Accounting System (UMAS) mandated by the state and recently adopted by the town.

More detailed information is available upon request.

Respectfully,

THOMAS J. BERUBE
 Town Auditor

General Fund**Expenditures 1987-1988****Refunds:****Personal Property****Fiscal Year****1987-88**

2.10

Real Estate**1987-1988**

56,340.70

1986-1987

12,696.44

1985-1986

2,277.22

1984-1985

2,697.00

74,011.36

Motor Vehicle Excise Refunds:**1988**

6,661.51

1987

11,718.25

1986

1,426.30

19,806.06

Water and Sewer Refunds:

1,927.79

Payroll Deductions:**Federal Tax**

2,905,848.72

State Tax

842,715.84

Retirement

931,027.69

Insurance—Empls.

138,218.31

Blue Cross Fund—**½ Budget Expense**

664,298.09

Medicare—Empls.

28,969.44

United Fund

1,382.50

Savings Bonds

17,247.50

Tax Sheltered Annuities

296,526.23

Credit Union

1,902,445.71

7,728,680.03

Dog License:		
Fees—Elizabeth Carey	2,759.25	
Sporting License:		
Fees—Elizabeth Carey	451.95	
Divison of Fish & Wildlife	11,243.00	11,714.95
Tailings:		121.90
Planning Board Engineering:	33,840.41	
Clark Rd. Sewer Easement:	4,000.00	
Water Guarantee Deposits:	22,249.72	
Sewer Private Cont. & Engineer:	1,847.12	
DPW Misc. Deposits:	5,000.00	
Cruiser Repairs—Ins. Recoveries:	4,931.11	
DPW Safety Sign Account:	72.98	
Court Judgements:	8,368.36	
Snow and Ice—Misc. FY'87:	670.00	
Misc. Refund A/R:	7,160.71	
Tax Anticipation Notes:	10,900,000.00	
Assessments—State & County:—Partial—	1,106,203.06	
Cash Invested:	2,000,000.00	
	<u>21,933,366.91</u>	

BUDGET EXPENDITURES

1988

Court Judgements:		983.34
Town Counsel		52,641.72
Art. #13 Town Counsel		7,700.15
Moderator—Salaries		566.00
Town Manager Salaries		27,678.24
Selectmen—Salaries		
Elected	30,860.61	
Regular	107,085.21	
Overtime	929.46	
		138,875.28
Town Manager Screening		2,423.29
Town Manager Expense		12,857.87
Selectmen—Operating		
Reports/Warrants	15,689.65	
Meetings/Dues	3,387.42	
Supplies & Service	5,742.17	
		24,819.24
Negotiator/Consultant		26,560.50
STM Art. #2 Outstanding Bills Consultant		1,764.25
Art. #13 ATM Negotiator/Consultant		1,170.00
STM Art. #2 Chelmsford Medical—Unpd. Bills		70.00
STM Art. #5 2/22/88 Merrimack Meadows		12,255.15
ATM—Art #13—Selectmen		242.03
Finance Committee—Salaries		556.83
Finance Committee—Operating		609.95
Auditor—Salaries		
Regular	51,779.22	
Elected	16,835.00	
Overtime	3,813.13	
		72,427.35
		<u>1,114.60</u>

Auditor—Operating		
Assessors—Salaries		
Regular	69,370.71	
Elected	15,000.00	
Elected/Members	15,000.00	
		99,370.71
Assessors—Operating		
Personnel Expense	2,787.00	
Utilities	450.00	
Maintenance	165.00	
Consultant Services	5,019.65	
Supplies & Services	15,372.91	
Office	5,153.71	
		28,948.27
Treasurer Collector—Salaries		
Regular	142,151.85	
Elected	35,000.06	
P.P. Time	12,633.35	
Temp.	1,925.05	
		191,710.31
Treasurer—Collector—Operating		
Personnel Expense	82.95	
Utilities	507.63	
Maintenance	278.50	
Tax Title	32,849.89	
Foreclosure		
Supplies & Service	23,000.00	
Office	24,298.71	
		81,117.68
Treasurer—Collector—Outlay		
Calculators		499.40
Personnel Board—Salaries		2,899.15
Personnel Board—Operating		
Postage	22.00	
Printing By-Law	30.00	
Membership Dues	50.00	
		102.00
		76,219.29
Town Clerk—Salaries		
Town Clerk—Operating		
Personnel Expense	157.48	
Utilities	20.25	
Maintenance	75.00	
Printing	7,586.98	
Office	1,934.22	
		9,773.93
Election Officials—Salaries		7,833.00
Registrars—Salaries		2,650.00
Registrars—Operating		2,267.72
Conservation—Salaries		7,385.31
Conservation—Operating		
Office	983.96	
Telephone	155.71	
		1,139.67
Conservation—Outlay		
Telephone System		234.75
Planning Board—Salaries		
Regular	48,790.53	
Chairman/	4,347.45	
Members		
Overtime	4,992.26	
		58,130.24

Planning Board—Operating			Fire Department—Operating		
Utilities	1,047.43		Personnel Expense	12,344.03	
Printing/	3,015.76		Utilities	22,708.01	
Advertising			Maintenance	23,419.25	
Supplies/	702.06		Supplies/Service	8,108.36	
Service			Fire Alarm Maint.	7,930.95	
Office	569.55				76,854.37
Travel	799.40		Fire Department—Line Items		
		6,134.20	Copy Paper		1,684.00
Comprehensive Housing—Salaries		793.32	Clothing		6,493.05
Comprehensive Housing—Stationery & Postage		15.00	Telephone		3,869.15
No. Area Commission Art. #42		6,895.63	Fire Department—Outlay		
Board of Appeals—Salaries		8,454.80	Hose		997.50
Office		4,517.77	Fire Alarm Console		50,160.43
Bd. of Appeals—File Cabinet		199.04	STM Art. #2 Outstanding Bills/Fire		183.00
Art. #2 STM Comprehensive Housing		5,028.75	Art. #13 Fire—Unpaid Bills		823.00
Cable T.V.		15,230.71	Art. #10 STM—Outstanding Medical Bills		6,728.15
Town Hall—Salaries			Art. #15 Repl. Furnishings/3 Fire Stations		4,158.17
Regular	24,182.89		Building Department—Salaries		
Perm. P.T.	13,156.62		Regular	81,986.13	
		37,339.51	Perm. P.T.	9,489.64	
Town Hall—Operating			P.T. Clerks	11,611.66	
Utilities	24,788.51				103,087.43
Maintenance	2,040.05		Art. #2 Outstanding Bills/Building Department		1,330.30
Supplies/Service	6,472.53		Building Department—Operating		
Voting Booths	720.00		Personnel Expense	4,201.40	
		34,021.09	Utilities	1,485.25	
Art. #2 Town Hall Outstanding Bills		1,072.24	Office	2,823.75	
Art. #49 ATM, R.O.R.N.A.		4,944.88			8,510.40
Police Department—Salaries			Building Department—Outlay		
Regular	1,607,926.38		Telephone		1,895.08
Perm. P.T.	4,390.62		Building Department Art. #22 STM		390.00
Perm. P.T. New	5,532.08		Weights & Measures—Salaries		1,400.00
Janitor	5,552.82		Weights & Measures—Operating		500.00
Overtime	228,691.29		Art. #2 Outstanding Bills		182.20
By Back/Terminal	38,057.63		Civil Defense—Salaries		755.00
		1,890,150.82	Civil Defense—Operating		
Police Retirement—M. Manley		13,171.26	Maintenance	1,383.57	
Police Department—Operating			Supplies & Service	1,415.72	
Personnel Expense	27,661.98				2,799.29
Utilities	15,031.62		Civil Defense—Outlay		
Maintenance	9,810.99		Ham Radio/Lights		3,774.21
Supplies & Service	9,323.73		Dog Officer—Salaries		24,959.69
Office	7,071.37		Dog Officer—Operating		
		68,899.69	Utilities	4,597.08	
Art. #16 STM—Computer		86,980.53	Heat Electricity	27.04	
Police Renovation		1,513.00	Maintenance	6,547.78	
Police Out of State Travel		100.00	Office	100.00	
Police—Outlay			Supplies	1,705.06	
Cruisers	113,424.45				12,976.96
Antenna	75.00		Parking Clerk—Operating		805.64
Air Conditioners	1,050.00		School Department—Salaries		
Typewriter	586.00		Instruc. & Admin.	8,708,072.50	
		115,135.45	Clerical	347,218.08	
Auxiliary Police Department		1,510.25	Custodial/Maint.	698,667.34	
Fire Department—Salaries			Attendance	4,689.00	
Regular	1,819,017.90		Other Salary Items	68,189.72	
Sick	85,354.52		Health Services	113,748.46	
Fires	3,174.03				9,940,585.10
Personnel	918.19				
Vacation	116,376.96				
		2,024,841.60			

School Department—Operating		Purchase of Water	711,549.06
Administration	66,260.11	Sewer/Well Project	10,641.77
Instruction	502,174.94	Lease Agreement/F.E. Loader	16,134.96
Transportation		Snow Ice Control—Salaries	
Regular	724,197.44	Hired Help	1,052.50
Special/In-Town	130,408.39	Overtime	99,931.26
Out of District	235,759.28	Snow Ice Control—Material	
Special		Salt	69,822.85
Student Body Act.	48,294.27	Sand	35,895.75
Student Body Act.	53,470.20	Hired Equip.	135,081.89
Health	11,293.66	W	1,090.00
Heating	218,959.97	Advertising	72.75
Utilities	212,168.84		342,947.00
Custodial Supplies	67,718.40	Testing of Wells	4,240.00
Maintenance Suppl.	51,046.14	Water Sewer Billing	16,490.95
Contracted Services	397,146.73	Large Water Meter	2,405.72
Repl. of Inst. &	73,592.44	Town Share/Lowell Sewer	70,000.00
Non Inst. Equip.		Imp. Equip. P.F./Livingston Park	
Programs/	626,122.54		6,062.00
Other Districts		Fence	3,938.00
Grounds	32,833.09		10,000.00
Community Services	894.00	DPW—Outlay	70,713.92
	3,452,340.44	2 Pick-ups	
School Department—Outlay		1 Tractor	
Office	2,000.57	3 3/4 Pick-ups	
Music	1,899.25	Art. #27 Imp. Local Roads	29,163.32
A/V	1,205.00	Art. #19 Kennedy Rd. Drain Line	25,000.00
Media	8,795.00	Street Lights	110,000.00
Computer Eq.	27,616.15	STM—Art. #2 Outstanding Bills—Street Lights	10,549.29
Stage Curtin	3,880.00	Rubbish Collection	
Health Room Eq.	69.96	Contractor	406,274.28
Duplicating Mach.	1,221.51	Disposal	803,025.16
Copy Machine	3,108.50		1,209,299.44
Audit	827.06	STM—Art. #2 Outstanding Bills—Rubbish	202,375.16
	50,623.00	Cemeteries	1,250.00
School Department—Out of State Travel	4,555.11	Bus Subsidy Art. #9	31,320.00
Art. #39 ATM—Gail Shinberg	4,000.00	Board of Health—Salaries	
Department of Public Works—Salaries		Regular	54,270.74
Regular	1,104,024.03	P.T.	4,112.63
Perm. P.T.	919.90		58,383.37
P.T.	8,413.28	Board of Health—Operating	
Overtime	34,956.37	Personnel Exp.	914.25
Night Call	8,552.52	Utilities	69.00
Pay Adjustments	50.00	Supp. & Serv.	4,200.29
	1,156,916.10	Office	1,915.37
Sewer Coordinator—Salaries	22,560.00		7,098.91
Art. #31 STM Tanager Road	4,734.00	Board of Health—Outlay	
Department of Public Works—Operating		Cabinets/Chair	644.00
Utilities	141,864.15	Septage Disposal	656.00
Maintenance	21,346.27	Lowell Mental Health	8,500.00
Chemicals	30,112.52	Community Action—Salaries	
Supplies & Service	121,515.45	Perm. P.T.	31,038.98
Office	12,576.76	Vacation	737.04
Sch. Traff./	8,290.20		31,776.02
Outside Electrical		Community Action—Operating	
Machinery	60,748.88	Office	378.75
Gas/Diesel Acct.	58,433.81	Utilities	30.08
Medical	2,089.15	Supp. & Serv.	544.41
Youth Center	5,652.96		953.24
Rd. Resurfacing	30,320.79		75
Safety Sign Account	9,657.15		
Drainage Control	28,428.64		
	531,036.73		

Community Action—Outlay		Soccer	2,000.00	
Answering Machine	100.00	Girls Softball	3,998.10	
Council on Aging—Salaries	18,130.00	Tennis	248.30	
Council on Aging—Operating		Track	180.00	
Utilities	6,139.37	Weightlifting	600.00	
Maintenance	678.63	Youth Baseball	11,497.00	
Transport.	2,189.00	Youth Football	6,281.75	
Entertain.	6,659.09	Youth Hockey	12,957.00	
Supp. & Serv.	1,173.86			48,187.92
Office	224.81	Art. #46 Historical Commission		420.00
	17,064.76	Maturing Debt		1,790,000.00
Council on Aging—Janitorial Services	6,000.00	Interest on Maturing Debt.		1,825,190.00
Art. #2 Outstanding Bills—C.O.A.	84.92	Interest on Temporary Loans		287,535.21
Art. #11 A.T.M.—R.S.V.P.	1,500.00	Regional Voke Assessment		1,303,033.00
Merrimack Valley Home Care	1,600.00	Medicare Tax Town Share		20,149.79
Council on Aging—Roof Repair	1,784.00	Group Insurance—Partial Expense		550,468.92
Veterans Services—Salaries		Fire & Liability		286,371.88
Regular	25,637.74			30,260,710.58
Veterans	22,929.82	Fiscal 1987 Appropriations Carried Forward:		
Ag. Ser. Dir.		School—Salaries:		186,541.79
	48,567.56	Bergen & Crotty—Town Audit:		15,000.00
Adm. Pers.	683.92	Outside Water Billing:		8,930.85
Expense		Art. #4 STM 5-6-1987 Pacquin:		5,000.00
Utilities	140.25	Town Manager Screeing Acct.:		998.63
Dues	20.00	MBC—Fire Station Exercise Room		1,173.47
Office	957.72	Improvements—High School Field:		3,420.00
	1,801.89	Total		221,064,74
Benefits	69,260.56			
Exceptional Children—Salaries	9,294.00			
Pool Rental	543.00			
Supp. & Serv.	1,006.50			
Transportation	9,190.00			
Insurance	170.00			
	10,909.50			
Patriotic Activities	9,964.36			
Library—Salaries				
Regular	57,763.35			
Perm P.T.	66,665.09			
Temp.	6,788.72			
Sick/Vacation	12,003.16			
	143,220.32			
Library—Operating				
Personnel Expense	142.26			
Utilities	7,984.36			
Maintenance	868.50			
Automation	6,992.10			
Supplies & Service	37,786.12			
Office	1,168.41			
	54,941.75			
Library—Outlay				
Bookcases	1,789.41			
Recreation—Salaries	6,034.44			
Recreation—Operating				
Custodians	979.00			
Office	813.82			
Transportation	2,945.00			
Boys Basketball	1,286.00			
Girls Basketball	1,100.00			
Bowling	1,027.00			
Cheerleading	714.95			
Figure Skating	1,560.00			

GENERAL FUND
Receipts 1987-1988

From the Collector:		
Personal Property		
Fiscal Years		
1988	789,239.59	
1987	4,977.33	
1986	119.27	794,336.19
Real Estate		
Fiscal Year		
1988	15,128,025.74	
1987	374,792.85	
1986	3,449.17	15,506,267.76
Tax Liens Redeemed:		40,140.27
Tax Possessions:		4,586.70
Motor Vehicle Excise:		
1988	798,441.09	
1987	678,884.56	
1986	39,037.62	
1985	478.21	
1984	129.40	
Prior	450.98	1,517,421.86
Water & Sewer Rates:	2,741,582.29	
Misc. Water Service	2,593.91	
Sewer and Water Liens:		
1987-1988	306,631.17	
1986-1987	13,578.90	3,064,386.27
Ambulance Service:		28,378.86

abbatical Leave:		1,200.00
ruiser Repair:		100.00
enalty & Interest:		
ax Title Charges:	14,030.49	
arious Taxes	88,283.51	102,314.00
housing Authority Fee:		7,384.01
railer Park Fees:		9,798.00
ro Forma Tax:		4,226.75
unicipal Liens Fees:		27,560.25
ental:		11,539.80
ollectors Fees:		31,593.00
epartmental Revenue		97,760.27
Wire & Plumbing Fees		48,533.88
ublic Safety		25,090.19
icense & Permits		
lcoholic Beverages	45,550.00	
undry Departments	332,264.81	377,814.81
Court Fines		121,254.00
Misc. State Revenue		115,569.00
ewer Connection Fees		977,687.50
Fines and Forfeitures		10,996.00
chool Misc.		842.57
Earnings on Investments		80,707.85
nterest Misc.		601,477.37
Cable TV.		2,957.00
Premiums on Sale of		
Bonds & Temp. Loans		3,657.39
Veterans Abatements		3,150.00
urviving Spouse		3,850.00
abatements to the Blind		1,487.50
Elderly Persons Abatement		41,896.00
Chapter 70		5,682,149.00
Chapter 71		299,180.00
chool Bldg. Constr.		462,244.48
pec. Needs 71B		2,736.00
tuition—State Wards FY'87 & 88		190,089.00
Additional Aid to Libraries		7,047.00
Police Incentive Chapter 41		69,079.00
Veterans Benefits		30,214.61
hwy. Reconstruction & Maintenance		103,984.00
ocal Aid		1,435,368.00
ottery, Beano etc.		809,893.00
Highway Fund Chapter 81		124,505.00
Payroll Deductions:		
Federal Tax	2,941,798.04	
State Tax	853,543.60	
Retirement	942,110.41	
nsurance Empls.	421,992.54	
Blue Cross Trust	54,473.33	
Medicare Tax Empls.	29,464.07	
United Fund	1,380.00	
Savings Bonds	17,498.75	
Tax Sheltered Annuities	321,949.10	
Credit Union	1,931,021.66	7,515,231.50
Dog Licenses		3,732.53

BALANCE SHEET

LIABILITIES & RESERVES

Spec. Needs 71B		2,736.00
Tuition—State Wards FY'87 & 88		190,089.00
Additional Aid to Libraries		7,047.00
Police Incentive Chapter 41		69,079.00
Veterans Benefits		30,214.61
Hwy. Reconstruction & Maintenance		103,984.00
Local Aid		1,435,368.00
Lottery, Beano etc.		809,893.00
Highway Fund Chapter 81		124,505.00
Payroll Deductions:		
Federal Tax	2,941,798.04	
State Tax	853,543.60	
Retirement	942,110.41	
Insurance Empls.	421,992.54	
Blue Cross Trust	54,473.33	
Medicare Tax Empls.	29,464.07	
United Fund	1,380.00	
Savings Bonds	17,498.75	
Tax Sheltered Annuities	321,949.10	
Credit Union	1,931,021.66	7,515,231.50
Dog Licenses		3,732.53

2552 Private "Y" Sewer Connections	18,400.00
2553 Private Sewer Engineering Review	17,930.96
2559 Ahern Deposit	500.00
2559 Holt Deposit	100.00
2560 Water—Incomplete Jobs	2,768.00
2561 Inspection Service—Met. Life	3,427.70
2562 Engineering Deposit—DPW	1,000.00
2620 Taxes in Litigation—Deferred Revenue	2,766.10
2622 Deferred Revenue—Tax Liens/Foreclosures	910,809.45
2630 Deferred Revenue—Motor Vehicle	115,340.61
2652 Deferred Revenue—Water/Sewer	1,134,020.66
2654 Deferred Revenue—Ambulance	91,742.61
2655 Deferred Revenue—Sabbatical Leave	3,800.00
2656 Deferred Revenue—Cruiser Repair	149.04
2670 Deferred Revenue—Veterans	61,509.98
3212 Fund Balance—	426,687.80
Prior Year Encumbrance—FY'88	
3220 Fund Balance—	7,000.00
Reserved for Extraordinary/Unforeseen Expenses	
3250 Fund Balance—Prior Year Petty Cash	325.00
3590 Unreserved Fund Balance	3,288,128.47
	<u>\$17,570,424.60</u>

BALANCE SHEET

General Fund—June 30, 1988

REVENUE

Cash:	
1020 Petty Cash—Collector	\$ 75.00
1022 Petty Cash—Appeals Bd.	200.00
1023 Petty Cash—Schools	50.00
	<u>\$ 325.00</u>
1040 Cash—Unrestricted Checking	6,350,429.71
1210 Personal Property—Current	10,844.96
1211 Personal Property—Preceding	6,197.40
1212 Personal Property—2nd "	5,773.81
1213 Personal Property—3rd "	6,571.68
1214 Personal Property—4th "	8,356.75
1215 Personal Property—5th "	7,781.20
1216 Personal Property—6th "	3,029.15
1217 Personal Property—7th "	2,306.72
1220 Real Estate—Current	416,111.54
1224 Real Estate—4th Preceding	2,651.82
	<u>469,625.03</u>
1229 Taxes in Litigation	2,766.10
1240 Tax Liens Receivable	829,582.24
1260 MVX—Current	9,941.96
1261 MVX—Preceding	74,560.49
1261 MVX—2nd Preceding	28,226.29
1263 MVX—3rd Preceding	1,818.73
1264 MVX—4th Preceding	793.14
	<u>115,340.61</u>
1311 User Charges—	1,113,593.59
Water/Sewer Rates	
1320 Other User Charges	1,924.26
1330 Water Liens Added—	18,417.81
Current	
1334 Water Liens Added—	85.00
4th Preceding	
	<u>1,134,020.66</u>
1340 Accounts Receivable—Ambulance	91,742.61

1341 Accounts Receivable—Sabbatical Leave	3,800.00
1342 Accounts Receivable—Cruiser Repairs	149.04
1610 Due From Special Revenue	1,944,462.28
1630 Due From Capital Projects	5,896,790.98
1680 Due From Trust & Agency Fund	23,237.08
1720 Accounts Receivable—Veterans Services	61,509.98
1880 Tax Possessions	81,227.21
2621 Deferred Revenue—Real & Personal Prop.	565,410.07
	<u>17,570,424.60</u>

BALANCE SHEET

REVENUE SHARING—JUNE 30, 1988

REVENUE

CASH: \$6,161.77

LIABILITIES & RESERVES

GRANT—INTEREST: \$6,161.77

REVENUE SHARING

RECEIPTS—1987-1988

Interest 2,877.82

Total 2,877.82

Cash Balance 7-1-1987 263,284.95

266,162.77

REVENUE SHARING

EXPENDITURES—1987-1988

Police Salaries 86,667.00

Fire Salaries 86,667.00

Dept. of Public Works—Salaries 86,667.00

260,001.00

6,161.77

Cash Balance 6-30-1988 266,162.77

SPECIAL REVENUE FUND

EXPENDITURES—1987-1988

School Lunch:

Salaries: 278,490.22

Maintenance 3,829.55

Telephone 535.12

Office 1,860.18

Food/Supplies 202,782.24

Cleaning Supplies 3,837.38

Seminars, Dues 2,494.66

Exterminator 510.00

494,339.35

Educational Improvements:

Busing 623.00

Equal Educational Grant FY'88:

Educational Supplies 25,548.06

School Improvement Council:

Educational Supplies 33,819.84

Transportation 965.00

Instruction etc. 4,878.23

39,663.07

School Improvement Council FY'87:

Educational Supplies 5,140.37

Professional Development Chap. 188:

Salaries 52,543.92

Horace Mann Teachers:

Salaries 30,087.00

P.L.89-313 Special Needs FY'87:

Educational Supplies 1,430.70

P.L.89-313 Special Needs FY'88:

Salaries 22,260.00

Supplies 2,435.25

County Retirement 168.15

24,863.40

P.L.94-142 Pre School Elem. Language FY'87:		
Salaries	9,122.74	
Supplies	2,278.60	
Comm. of Mass.	1,909.40	13,310.74
P.L.94-142 Pre-School Elem. Language FY'88:		
Salaries	51,503.93	
Supplies	2,682.86	54,186.79
P.L.94-142 System Wide Team Chairperson FY'87:		
Salaries	8,514.68	
Supplies	4,184.96	12,699.64
P.L.94-142 System Wide Team Chairperson FY'88:		
Salaries	47,819.63	
Supplies	6,289.76	54,109.39
Project Charlie FY'87:		
Supplies		3,400.00
Project Charlie FY'88:		
Salaries		4,552.50
Chapter 1 Program:		
Salaries	92,324.00	
Supplies	1,844.00	94,168.00
Chapter 2 ECIA:		
Supplies		13,663.45
P.L.94-142 Early Childhood:		
Supplies		2,480.40
P.L.98-377 Math & Science Project:		
Supplies		997.00
P.L.98-504 Educational Marketing Program		
Supplies		12,093.18
Athletic & Band Account		29,673.76
Textbook Acct.		2,060.69
Adult Education		1,975.60
Center School Rental:		43,271.64
Foster School Rental		9,626.86
Ella Fleming School Rental		10,218.14
North St. School Rental		2,100.00
Louise Day Trahan School Rental		118.50
Arts Lottery:		
Grants		18,981.91
Adm.		924.09
Water Flouridation Agreement		1,811.00
State Census Acct.		3,562.70
Police—Suicide Prevention Grant		800.00
Hurricane Gloria FY'87		
Salaries		4,260.86
Hurricane Gloria FY'88		
Radios	3,750.00	
Supplies	3,065.97	6,815.97
Library Grant		
Supplies		8,044.72
Council on Aging Grant		5,361.17
Police—Extra Detail		515,363.39
Fire—Extra Detail		2,502.00
Plumbing Insp.		
Salaries		26,028.00
Wire Insp.		
Salaries		27,239.88

Holiday Lighting	6,997.00
Hazel Field	874.98
Recreation—Main St. Storage	448.71
TOTAL EXPENDITURES	1,668,961.53

SPECIAL REVENUE FUND

RECEIPTS—1987-1988

School Lunch—		
State	104,565.27	
Students	342,028.56	446,593.83
Professional Development		52,546.00
Aid to Public Libraries		23,826.79
Equal Education Opportunity		25,583.00
School Council Improvement		56,751.00
Horace Mann Teachers		30,087.00
Project Charlie		10,883.00
P.L.81-874 Title 1		6,505.57
Title II E.E.S.A.		997.00
Chapter I Low Income		84,117.00
Chapter II E.C.I.A. Consolidation & Improve.		13,644.00
P.L. Pre School Language Development		63,705.10
P.L. Special Needs Teaching Improvements		25,200.00
Early Childhood Development		4,200.00
P.L.98-524 Distributive Marketing Educ.		12,508.00
P.L. System Wide Team Chairperson		64,283.14
Adult Educ.		2,340.00
Athletic & Band		23,839.68
Textbook Acct.		3,469.13
School Rentals		
Center	43,240.15	
Foster	10,722.34	
Ella Fleming	7,409.92	
North St.	2,400.00	
Louise Davey Trahan	1,718.84	65,491.25
County Reimbursement—Dog Refund		1,681.74
Wire Insp.—Fees		27,239.88
Plumbing Insp.—Fees		25,836.00
Sale of Town Owned Land		5,200.00
Arts Lottery Grants		19,392.00
Arts Lottery—Interest		766.97
Arts Lottery—Ret'd. Check		215.00
Chapter 811 Interest		14,472.50
HUD—Interest		255.59
Chapter 637—Interest		9,434.98
Main St. Recreation Storage		2,000.00
Hazel Field—Fine		874.98
Holiday Lighting		7,435.72
Council on Aging—Grant		6,531.00
Primary Election—Grant		1,394.25

Police—Suicide Prevention—Grant	800.00
Police—Suicide Prevention—Interest	45.36
Manager Training Program—Grant	3,000.00
Library—Grant	8,045.00
Hurricane Gloria—Grant	20,941.00
Police Special Detail	515,363.39
Fire Special Detail	2,502.00
TOTAL	1,689,997.85

BALANCE SHEET
SPECIAL REVENUE FUND—JUNE 30, 1988
REVENUE

Due from General Fund	\$2,679,087.19
ECIA—Chapter II	19.45
	<u>2,679,106.64</u>

LIABILITIES & RESERVES

Due to General Fund	1,944,462.28
Warrants Payable	8,746.21
School Lunch	101,473.51
Aid to Public Libraries	23,826.79
Sch. Improvement Council—Chapter 10	17,761.52
Sch. Improvement Council—1987	174.62
Professional Development	2.08
Professional Development—1987	298.36
Educational Improvements—Ch. 188—1986	594.00
Equal Educ. Grant—Ch. 188	34.94
P.L.89-313—Special Needs	336.60
P.L.94-142—Pre-Sch. Elem. Lang.	9,635.49
P.L.94-142—Systemwide Team Chairperson	10,173.75
P.L.94-482—Occup. Educ.	573.23
Project Charlie	6,330.50
P.L.94-142—Early Childhood Allocation	4,200.00
Distributive Educ. Marketing	414.82
P.L.81-874—Title I	6,505.57
Athletics & Band	5,780.21
Textbooks	2,169.43
Adult Education—Chap. 71	2,849.48
Center School Rental	590.94
Foster School Rental	7,192.30
Fleming School Rental	7,036.95
North St. School Rental	2,217.50
Trahan School Rental	1,600.34
HUD—Community Development	3,925.35
Arts Lottery Grant	11,961.90
Arts Lottery Administration	1,210.76
DPW Grant 811	233,332.62
DPW Grant 637	199,419.37
Town Clerk—Primary Reimb.	2,907.09
Police—Suicide Prevention	146.17
Incentive Aid—Mgr. Training Program	3,000.00
County Dog Refunds	1,681.74
Hurricane Gloria	14,125.03
Library Grant	.28
Town Clerk—State Census Reimb.	7,950.07
Council on Aging Grant	1,169.83
Holiday Lighting	438.72
974 Main St. Rec. Storage	1,551.29
Sale of Town-Owned Land	31,305.00
	<u>\$2,679,106.64</u>

CAPITAL PROJECTS
EXPENDITURES—1987-1988

Marston St. Water Main:	9,118.50
Design & Const. of Water Supply Facility:	
Engineering	415,196.68
Construction	4,098,485.62
Design & Const. of Water Supply Facility Spec. Acct.	4,513,682.30
Construction	8,693.08
Renovating Town Owned Buildings:	4,318.38
Water Meter Program—Phase Two:	
Meters	9,152.72
Road Resurfacing—Loan Payments	310,000.00
Temporary Loans R/O:	310,000.00
Total	5,164,964.98

CAPITAL PROJECTS
RECEIPTS—1987-1988

State Reimbursements—Hwy. Programs	341,586.79
State Reimbursements—Water Plant	1,414,209.20
George Behrakis	39,756.82
Temporary Loans/Anticipation of State Reimb.	310,000.00
	<u>2,105,552.81</u>

BALANCE SHEET
CAPITAL PROJECTS—JUNE 30, 1988

REVENUE

30-1601 Due from General Fund	\$6,540,069.10
	<u>\$6,540,069.10</u>

LIABILITIES & RESERVES

30-2301 Due to General Fund	\$5,896,790.98
30-3213 Andover/North Sts.-Art. 2—STM 7/83	136,125.09
30-3213 Water Distribution Study	42,000.00
30-3213 Marston St.	881.50
30-3213 Design/Const.—Town Common-5/4/88	30,000.00
30-3213 Design/Const.—Water Supply Facility	295,484.71
30-3213 Special Acct.—Water Supply Facility	28,799.88
30-3213 Second. Sch. Bldg. Comm.-H.S. Addition	2,159.63
31-3213 Temp. Loan in anticipation of state reimb.—Roads	4,175.88
30-3213 Road Reconst./Repair	45,807.28
32-3523 State Reimb.—Road Resurfacing	42,844.15
30-3213 Water Main—Andover St.	15,000.00
	<u>\$6,540,069.10</u>

SEWER PROJECT
EXPENDITURES 1987-1988

Sewer Invested:	2,028,369.00
Project—I:	
Utilities	463.14
Legal Fees	3,325.00
Engineering	11,692.33
Temporary Loans:	2,000,000.00
Temporary Loans—Payments:	2,000,000.00
Phase II:	
Contract #12	30,347.60
Contract #13	30,209.99
Engineering	4,000.00
Temporary Loans:	238,000.00
Andover St.—Temporary Loans:	187,262.00
Andover St.—Temporary Loan Payment:	28,369.00

Phase III:		
Engineering	158,999.99	
Legal Fees	1,600.00	
Easements	3,300.00	
Contract #14	374,561.39	
Contract #15	551,899.16	
Misc.	50.00	1,090,410.54
Article #5—STM 5-6-1987		
Contract #14		158,768.54
Apple Hill Technology Park:		
Engineering		22,952.15
		<u>7,834,169.29</u>
Cash Balance 6-30-1988		1,017,793.85
		<u>8,851,963.14</u>

SEWER PROJECT RECEIPTS—1987-1988

Sewer Invested:	2,028,369.00
Project—I	
Temporary Loans—R/O	2,000,000.00
State Reimbursements:	2,258,055.00
Phase II	
Temporary Loans—R/O	238,000.00
Andover St. Project:	
Temporary Loans—R/O	187,262.00
Andover St.—State Reimbursements	28,369.00
Phase III:	
State Reimbursements:	439,896.00
St. Williams Church	40,000.00
Saunders Circle	6,235.50
Flucher Hghts.	22,750.70
Total Receipts	<u>7,248,937.20</u>
Cash Balance	1,603,025.94
	<u>8,851,963.14</u>

BALANCE SHEET SEWER PROJECT—JUNE 30, 1988

Cash:		\$1,017,793.85
		<u>\$1,017,793.85</u>
LIABILITIES & RESERVES		
Sewer Project—Phase I	\$ 44,201.06	
Sewer Project—Phase II	13,513.09	
Sewer Const. & Design—Phase III	130,800.39	
Sewer Const.—Art. 5, STM, 5/87	552,231.46	
Apple Hill Tech. Park	277,047.85	
		<u>\$1,017,793.85</u>
		<u>\$1,017,793.85</u>

TRUST FUNDS EXPENDITURES—1987-1988

Fairgrieve Memorial Fund:	23,120.00
Cemetery Perpetual Care:	117.08
	<u>23,237.08</u>

TRUST FUNDS WITHDRAWALS—1987-1988

Fairgrieve Memorial Fund:	23,120.00
Cemetery Perpetual Care:	117.08
	<u>23,237.08</u>

TRUST/AGENCY FUNDS June 30, 1988

80-1040 Cash & Securities	\$470,073.67
80-3291 Conservation	\$ 56,707.55
80-3292 Foster School	9,888.89
80-3293 Pierce Essay	672.99
80-3294 Cemetery Perpetual Care	9,312.57
80-3295 Stabilization	20,248.79
80-3296 Fairgrieve Memorial (Library)	371,756.59
80-3297 Mahoney Family	1,486.29

LONG TERM DEBT

Fixed Debt:	\$21,270,000.00
90-2904 Andover St. Sewer—STM 6/21/82	\$ 350,000.00
90-2905 Andover/North Main—Art. 2—7/28/83	500,000.00
90-2906 Sewer Phase II—Art. 24—ATM—'84	1,800,000.00
90-2907 Sewer Phase III—Art. 13—11/14/84	3,060,000.00
90-2908 Road Recon./Repair—Art. 7—11/14/84	40,000.00
90-2912 Repair Town Bldgs.—Art. 2—4/11/84	150,000.00
90-2913 Repair Town Bldgs.—Art. 3—5/8/85	35,000.00
90-2932 Fire Truck—ATM—'86	70,000.00
90-2940 School Const.—12/1/68	110,000.00
90-2941 School Const.—12/1/74	575,000.00
90-2942 High School Additions—12/15/82	4,605,000.00
90-2944 Sewer Project—12/15/82	3,210,000.00
90-2948 Water Well—2/1/68	15,000.00
90-2950 Water Meters Phase I—Art. 12—12/12/83	270,000.00
90-2951 Water Meters Phase II—Art. 12—11/14/84	105,000.00
90-2952 Water Supply Facility—Art. 1—1/21/85	6,375,000.00

Employee Earnings

Name	Salary	Overtime	Total
Barry, Cornelius J.	\$21,053.59	\$1,850.94	\$22,904.53
Belida, Robert A.	28,109.56	4,310.02	32,419.58
Blakeney, William L., Jr.	31,026.50	2,551.45	33,577.95
Boudreau, D.	1,177.50		1,177.50
Boudreau, D.	1,252.50		1,252.50
Bullen, L.	1,335.00		1,335.00
Burke, Mamie V.	18,908.55		18,908.55
Burris, William R., Jr.	46,076.48		46,076.48
Card, H.	2,054.00		2,054.00
Casey, Thomas J.	27,413.36	2,029.92	29,443.28
Chandler, Charles	772.50		772.50
Chandler, William, Jr.	32,631.59	4,765.41	37,397.00
Conlon, Kevin M.	25,133.82	2,606.21	27,740.03
Conlon, Thomas	3,840.00		3,840.00
Conway, S.	1,695.00		1,695.00
Cote, Peter	1,360.00		1,360.00
Coviello, K.	1,290.00		1,290.00
Cuskey, Lorraine M.	25,001.14		25,001.14
DeRoche, George W.	33,689.29	6,539.60	40,228.89
Deshler, George R.	34,473.22	3,648.46	38,121.68
Devivo, S.	35.00		35.00
Doherty, Doris R.	19,001.15		19,001.15
Doherty, Evelyn A.	28,164.76		28,164.76
Fay, T.	37.50		37.50
Fiorello, Thomas	31,694.85		31,694.85
Grant, Leon	25,980.20	901.19	26,881.39
Gath, Brian R.	25,115.65	4,029.45	29,145.10
Giannetti, Frank P.	25,109.74	2,924.18	28,033.92
Goyette, Donald	4,391.99	1,527.11	5,919.10
Gray, Alfred L.	39,764.96	3,007.70	42,770.66
Haley, Walter V.	35,450.35	2,578.84	38,029.19
Hudson, Royal R.	25,108.82	3,414.61	28,523.43
Janas, Frank	9,985.00		9,985.00
Kane, John C.	39,856.59	2,727.72	42,584.31
Kane, Lawrence G.	25,105.18	3,138.85	28,244.03
Lambert, Paul F.	32,643.10	5,510.13	38,153.23
Lightfoot, Ernest J.	37,711.19	6,685.56	44,396.75
Lightfoot, James M.	25,206.09	3,715.53	28,921.62
MacGilvary, Allan P.	23,707.15	4,815.47	28,522.62
Marsh, Robert R.	35,391.63	1,023.84	36,415.47
Marshall, James G.	36,653.13	4,760.61	41,413.74
McCarthy, John P.	37,692.99	2,434.59	40,127.58
Miller, J.	1,383.75		1,383.75
Miller, J., III	1,365.00		1,365.00
Monahan, Linda M.	24,058.32		24,058.32
Nolan, James E.	33,566.78	4,573.47	38,140.25
Nolan, Robert J.	25,137.47	4,126.52	29,263.99
Notenboom, George	15,743.84	2,518.96	18,262.80
Peters, Michael D.	23,342.32	2,839.43	26,181.78
Richards, Clarence A.	25,105.18	2,590.86	27,696.04
Salerno, John	9,911.25		9,911.25
Sellars, Frank W.	22,564.81	1,261.99	23,826.80
Shimkus, James T.	34,525.56	3,955.12	38,481.68
Stoddard, Richard E.	31,712.09	7,678.22	39,390.31
Stokes, Clayton	7,455.00		7,455.00
Stronarch, Timothy	25,108.82	3,734.97	28,843.79
Trearchis, Dean	10,006.96	2,220.12	12,227.08
Trott, Roger N.	38,324.13	4,917.15	43,241.28
Vieweg, Edward Jr.	15,016.95	2,895.47	17,912.42

Name	Salary	Overtime	Total
Ward, Jack W.	25,108.82	2,720.83	27,829.65
Westaway, Richard L.	33,564.41	5,336.43	38,900.84
Wilkinson, William J.	38,738.45	8,582.25	47,320.70
Zedina, Louis	18,047.99	102.54	18,150.53

Name	Salary	Overtime
Amari, Peter	38,309.89	838.62
Barry, John	27,269.43	5,423.56
Bolton, Clifford	32,171.73	5,698.50
Bolton, Leonard	30,043.53	661.32
Carroll, Robert	33,528.52	5,924.22
Cook, Robert	53,920.45	145.76
Cormier, Martin	31,635.08	5,809.65
DeLucia, Joseph	34,943.72	10,818.43
DiCalogero, A.	37,656.25	6,494.39
Doherty, Paul	34,410.57	5,788.64
Doherty, Paul Jr.	11,052.56	634.76
Donovan, Al	22,195.71	736.87
Ford, Ralph	35,134.80	7,254.54
Gearty, Paul	49,873.32	3,857.67
Haines, Robert	32,264.08	7,198.90
Hazel, George	44,703.11	8,092.84
Hodgdon, James	20,108.51	1,935.49
Hood, James	12,573.70	1,236.13
Jamieson, Walter	49,626.44	9,453.52
Johnson, Paul	50,052.26	7,635.05
Jones, James	31,501.93	174.00
Jop Jr., Walter	42,025.60	8,237.20
Kandrotas, Stephen	36,767.38	4,622.66
Lafortune, Ray	11,859.55	288.44
Landers, Alan	34,291.76	783.30
Landers, Richard	41,027.40	3,131.84
Latta, William	33,125.71	1,292.72
Layne, Warren	50,051.28	7,214.81
Layne, William	37,767.52	3,958.20
Luz, James	37,581.74	3,562.80
Mackey, John	59,963.75	1,408.40
Mackey, Richard	26,804.76	9,434.46
Maguire, Debra	22,657.51	1,829.55
Martin, Edward	54,659.94	6,454.58
McKenna, James	36,906.96	8,918.88
Newton, Eileen	7,613.51	615.26
Nickerson, J.	22,742.24	3,164.89
Pappas, Francis	21,347.96	3,629.59
Perry, Henry	33,941.25	5,289.39
Perry, Mark	11,333.76	1,564.88
Peterson, Dennis	41,594.02	8,454.14
Powers, John	36,504.20	7,333.96
Ringwood, Paul	35,357.38	7,272.05
Rosen, Denise	51,871.00	—
Ryan, Donald	33,925.62	93.80
Schwalb, William	11,045.12	50.48
Sheehan, Michael	12,458.28	428.61
Sheehan, Timothy	21,271.64	1,482.73
Stephens, Allan	34,405.51	4,582.00
Tanguay, Roger	27,254.58	4,202.18
Thomas, Paul	29,385.39	2,725.80
Warren, Brian	12,546.46	984.02
Westaway, Robert	28,936.57	4,270.39

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual All Other	Gross Salary
David Austin	\$35,408.82	\$14,212.98		\$49,621.80
Richard Barrelle	35,818.76	7,984.27		43,803.03
Robert Briggs	31,697.50	7,120.80		38,818.30
John Burris	33,957.18	10,455.78		44,412.96
Robert Calistro	14,383.37	2,000.61		16,383.98
Robert Collins	41,012.47	14,750.25		55,762.72
Gerald Colton	23,939.52	6,917.30		30,856.82
Stephen Cotugno	29,244.90	8,280.72		37,525.62
John Coviello	30,049.84	5,552.46		35,602.30
John Cuneo	49,534.69	381.72		49,916.41
Mary Daley	26,713.39	6,491.83		33,205.22
Cosmo DiBiase	30,049.84	3,158.82		33,208.66
Joseph Dogherty	24,788.27	7,089.42		31,877.69
Robert Dogherty	30,876.96	7,963.20		38,840.16
Daniel Donovan	30,096.98	10,656.70		40,753.68
Lawrence Driscoll	36,294.14	6,476.90		42,771.04
James Farley	30,049.84	9,708.58		39,758.42
John Field	36,294.14	13,317.99		49,612.13
Oscar Forero	27,498.73	6,973.79		34,472.52
Robert Fowler	36,630.63	13,048.05		49,678.68
Richard Gath	37,931.36	11,910.43		49,841.79
James Giasullo	13,542.32	5,035.82		18,578.14
Russell Gourley, Jr.	32,141.28	63.58		32,204.86
James Graham	36,294.14	12,525.45		48,819.59
Donald Greer	44,731.04	5,120.77		49,851.81
Donald Greer, JR.	24,850.63	9,890.90		34,741.53
Richard Hamm	23,511.64	9,409.00		32,920.64
Michael Hazel	14,287.84	4,836.55		19,124.39
Kenneth Holden	43,116.43	1,998.65		45,115.08
Grace Hudson	15,897.22	4,702.68		20,599.90
Mary Kane	29,771.96			29,771.96
Edward Kearns	33,957.18	9,222.73		43,179.81
Scott Keddle	23,692.56	7,356.86		31,049.42
Gary Kerr	1,196.24	189.26		1,385.50
David Levy	36,192.19	8,255.80		44,447.99
John Lightfoot	31,988.37	10,000.59		41,988.96
Robert Little	27,582.33	10,999.05		38,581.39
Richard Mackey	30,492.79	2,987.47		33,480.26
Paul Mahoney	31,697.50	10,618.20		42,315.70
Kenneth Mallinson	30,873.34	9,260.10		40,133.44
William Millett	30,049.84	10,997.58		41,047.42
Constance Morris	20,863.06	3,361.41		24,224.47
James Morris	40,310.00			40,310.00
Robert Morris	29,920.03	454.69		30,374.72
Timothy Niven	27,495.29	10,088.80		37,584.09
John O'Neill	30,637.08	2,692.88		33,329.96
Richard O'Neill, Jr.	31,697.50	12,078.45		43,775.95
Stephen Powers	29,717.01	8,478.79		38,195.80
Bruce Reed	37,337.74	10,133.55		47,471.29
James Ryan	36,406.95	12,113.06		48,520.01
Thomas Ryan	46,791.38	4,711.52		51,502.90
Daniel Sitar	23,562.47	6,381.65		29,944.12
Michael Sitar	30,975.25	6,456.82		37,432.07
Daniel Small	13,527.39	3,435.16		16,962.55
Donna Smith	803.55	229.68		1,033.23
Vance VonKahle	23,972.70	2,048.49		26,021.19
Jon Viscione	26,467.62	7,388.41		33,856.03
Edward Wilson	17,486.61	4,336.36		21,822.97
George Yost	36,406.95	11,861.23		48,268.18
Phillip Zerofski	36,755.83	10,388.75		47,144.58

Name	Salary	Name	Salary
George Abodeeley	\$46,871.03	Henrietta L. Araujo	10,179.87
Peter L. Amorella	26.00	Linda J. Austin	6,837.87
Joan Andella	3,977.36	James T. Auten	32,541.67
John Anderson	23,532.74	Cynthia L. Lavallee	24,256.84
Robert E. Anderson	18,307.95	Norma Jean Aylward	4,021.94
Ronald E. Anderson	260.00	Robert W. Aylward	44,170.05
Eleanor Antonelli	19,065.31	Barbara Baker	2,355.00
Florence Antonuk	14,774.48	Gary Ballou	2,652.00
Norma J. Aylward	4,971.32	Thomas Barnaby	25.00
Delores Barlow	14,907.62	Sandra Barnett	28,446.88
Virginia Belanger	488.00	Cornelius J. Barry	2,652.00
Henry A. Benson	18,926.82	Donald R. Barry	32,530.55
Priscilla Betses	47,771.02	Lawrence J. Basteri, Jr.	33,249.43
Elder Bettencourt	32.50	Mary A. Beattie	720.00
William J. Bomil	26,523.18	Linda Beaulieu	6,958.49
William J. Bomil, Jr.	4,179.50	Elinor Beloin	10,266.63
Patricia Boucher	14,973.97	Susan Berberian	19,657.10
Bernard Boudreau	25,482.43	Judith K. Berube	28,497.00
Edward Brabant	7,059.00	Sandra C. Bettencourt	30,857.59
Laura Braxten	148.48	Nancy Billings	29,098.14
Theresa D. Brown	19,083.99	Dale D. Black	31,583.70
Josephone C. Campo	24,648.91	Scott Blades	20.00
William Carlson	26,353.12	Catherine A. Blake	483.44
Eugene J. Cocco, Sr.	1,820.00	Anthony Blandini	28,473.38
Rose M. Cochran	3,127.64	Jeffrey Bodwell	1,545.00
Anthony J. Coimbra	214.50	Roseanne Boghossian	31,758.73
Judith Colman	13,621.68	Linda Boucher	2,144.38
Paula B. Coppola	9,736.90	Mark Boucher	25.00
Joseph Crotty	46,871.03	Rita Boudreau	7,111.96
William P. Cuskey, Jr.	21,807.65	Warren Bowen	34,722.73
Micheline DeAngelis	52,887.67	Albert W. Bradley	32,826.02
William DeGregorio	55,602.16	Thomas Bradley	27.50
John B. Dey	6,043.69	Kathleen Brandt	8,615.82
Dorothy Doherty	14,446.32	Arlene Breault	31,985.50
Anne Duncan	24,648.91	Sally Brennan	1,075.00
Jeremy Duncan	4,595.50	John C. Bresnahan, Jr.	32,079.68
Robert C. Duncan	578.50	Catherine Brimer	28,446.88
Steven Duncan	1,508.00	Carol Kenneybrooks	31,617.60
Beverly Erlandson	19,083.99	Nancy G. Brooks	45.00
Gregory Fallon	26.00	Judith E. Bruce	24,708.54
Richard F. Fallon, Sr.	18,025.62	Melanie Buccola	32,011.57
Edward J. Farley	58,269.04	Joseph P. Buckley	32,320.50
Linda R. Ferrelli	166.14	Maureen A. Buckley	28,472.16
Judith Fitzgerald	560.70	Virginia Bunting	28,636.96
June Fowler	13,213.12	Antoinette Byrnes	28,688.50
Dorothy Gendall	21,801.50	Virginia Callahan	32,002.14
Joseph Paul George	33,418.47	Louis Carciofi	750.00
Thomas M. Gilbride	25,779.15	Gertrude M. Carey	33,141.89
Eric D. Gordon	21,190.02	Antonietta Cascella	13,999.73
David Greene	21,805.22	Myra Chang Thompson	33,173.89
Ralph Greenleaf	5,791.50	Mary Chappell	16,236.878
George C. Greenman	17,738.50	Nordice Chute	30,755.52
Richard E. Griffin	53,236.07	Joan Ciambella	28,466.13
Jane Farnhamguild	10,882.50	Carlton Clark, Jr.	32,038.50
Sandra J. Hesketh	5,055.35	John C. Clarke	36,470.42
Robert K. Howard	18,088.56	Maureen Cody	28,469.92
Christine Kearns	675.36	Annamae Coffin	862.00
Joanne Kearns	19,083.99	Donna M. Colella	3,000.00
Eugene Kelly	25,546.27	Bryce L. Collins	35,372.16
Michele A. LaFond	3,077.08	Marjorie Conlon	16,246.37
Harvey C. Leighton	7,679.03	Thomas Conlon	36,042.95
James M. Lightfoot	500.00	Kathleen J. Connell	26,828.65
Thomas W. Lovett	44,655.04	Kathy Connolly	9,593.62
Bruce Alan MacDonald	21,868.74	Karla Conway	31,985.50
Mary Maguire	19,084.09	Robert E. Cook	2,971.50

Name	Salary	Name	Salary
Ruth Maher	9,722.81	Donald A. Cormier	26,963.27
Eileen Mahoney	3,197.21	Patricia Costigan	3,532.32
Norman Marble	38,462.48	Jacqueline Cote	1,780.48
Louis E. Marion Jr.	25,308.83	Edward D. Cremins	11,631.72
Daniel N. Martin	18,940.98	Robert K. Cullen	32,736.59
Joseph F. McCann	28,826.52	Michael J. Daley	6,450.49
Mary L. McCollim	1,392.71	Brenda M. Daly	120.96
Lawrence McGowan	15,994.08	Meredith Debow	32,492.63
Carol J. McLaughlin	1,378.00	Mary A. DeFeo	37.12
Richard H. Newton	8,925.97	Robert C. Degaravilla	33,500.50
Brooks A. Nyren	18,035.86	Joseph Delgrosso	27,835.38
William J. Oleson	17,270.95	Madeline Deluca	28,473.13
Roy Osterberg	19,581.94	Anne E. Dempsey	21,759.03
Donald C. Page	21,308.85	Heidi L. Derosa	25,982.45
Andre J. Pare	1,144.00	Patricia Dias	28,466.13
Edward Pelletier	54,144.27	Mary Ciciaccio	17,900.36
Robert A. Perry	26.00	Janice DiPietro	7,062.33
Kenneth M. Philbrook	6,240.00	Edward J. Doherty	1,772.00
John T. Regolino	27,872.29	Ann M. Donnelly	5,039.04
David M. Roberts	968.50	John L. Donoghue	31,985.50
Valerie E. Rogers	14,907.62	Alfred P. Donovan	2,520.00
Anthony Romano	47,122.03	Martha R. Doukszewicz	28,446.88
Charles Ryan	24,423.13	Sean Downey	20.00
John Ryan	58,269.04	Mary A. Drevet	240.00
John F. Ryan	3,822.00	Barbara G. Duarte	28,470.88
Annette L. Salmeri	1,515.54	Marie C. Dube	23,398.62
Jeanne F. Samples	1,445.85	Henri A. Dufour	32,485.50
Anita Sartori	17,724.03	Michael Duggan	25.00
Vincent G. Schettino	390.00	Jennifer DUnlevy	239.00
Kurt Schimmelbusch	21,967.95	Jacqueline DuPont	28,470.38
Ann Sexton	14,907.62	Gale F. Hanna Durkin	37.12
Beverly M. Shattuck	5,502.90	Judith Ann Dziadosz	4,860.40
Thomas F. Sullivan, Jr.	25,219.37	George Economou	28,572.18
Barbara Tanner	29,609.48	Cassandra M. Edell	28,723.39
Antonio J. Terenzi	49,877.56	Eleanor Edelstein	24,039.88
Nancy G. Thompson	16,322.71	William R. Emerson	3,124.98
Peter G. Thuillier	18,795.10	Michelle S. Edvine	1,500.00
Leonard E. Toombs, Jr.	1,274.00	Alma A. Davis	35,665.39
Elaine M. Tower	15,267.62	Nancy Jean Farrey	33,665.12
Joel A. Trull	25,511.95	Mary Feick	28,454.88
William Tsimtsos	49,877.56	Martha A. Feran	5,301.19
John Weir	49,877.56	Joseph Fernald	495.00
David L. Whitney	1,470.00	Anthony Fiore	216.00
Rosemarie N. Wilcox	5,453.60	Elaine Fiske	28,471.52
Stephen T. Witham	2,548.00	Robert Fiske	18,279.54
John W. Wynn	65,099.89	Judith I. Fitzgerald	1,893.48
James C. Zousimas	23,285.14	Chester H. Flynn	18,304.60
Cynthia Abate-Upson	25,508.87	Dorothy Foley	32,016.00
Carole Acone Callahan	29,837.40	Marilyn H. Fowler	5,220.29
Peter M. Adams	1,542.00	Nichole Fowler	15.00
Charles Allen	32,920.05	Leo Frechette	32,050.17
Patricia Allen	20,593.73	Joan Freidman	31,985.50
Ruth Anderson	32,009.50	Jan H. Fuller	31,525.03
Jason Andrews	33,059.26	M. Elizabeth Caffney	34,610.69
Robert P. Appolloni	30,838.41	Mary M. Gale	5,095.67
Margaret Smith	6,837.64	Ron Barnfield	69.00
Jennifer Spadafora	854.76	Jim Barrett	43.00
Marcia A. Stanton	36.50	Claude A. Beaudet	43.00
Marilyn Steele	31,997.76	Tim Benedetto	86.00
Vasilike J. Stevens	4,130.03	Lorraine Benoit	259.00
Donald Stewart	37,964.27	Marc Bergeron	41.00
Lee Ann Stewart	2,344.00	David P. Berman	43.00
Patricia Stratis	28,463.52	Richard M. Bernier	97.00
Marilyn E. Streeter	17,097.04	Frank Birmingham	43.00

Name	Salary	Name	Salary
Carole Sullivan	32,050.14	Fred Borrello	43.00
Barbara J. Sullivan	1,719.50	George Bossi	12.00
Dolores A. Sullivan	35,013.80	Julie Boucher	90.00
Donald Sullivan	32,727.31	Dominic T. Boudreau	93.00
Edward Sullivan	97.50	Andrew Boyce	26.00
Mary L. Sullivan	33,141.89	Andrew Boyce	43.00
Rosemary G. Sullivan	5,359.43	Scott Braxten	342.00
Stella F. Sullivan	20,539.23	Maryellen Brooks	15.00
Donna L. Tanner	36,432.48	Ron Browder	27.00
Patricia Tellier	10,188.51	David A. Brown	31.00
Betty Ann Themeles	28,859.14	John Brown	43.00
Christine Themeles	29,222.61	Janice Bruce	43.00
Aurora Thompson	19,347.29	James Burns	58.00
Susan Thorne	24,181.66	Thomas Carpenito	59.40
Janice M. Tibbetts	216.00	Paul Campbell	43.00
Priscilla Titus	32,155.76	Dan Canada	129.00
William Traveis	34,375.59	David J. Carr	86.00
Scott Tremlett	1,649.00	Larry Cavanaugh Jr.	27.00
Mary E. Turcotte	4,713.50	Jay Chabot	150.50
Betty Turner	33,141.89	Stacy Ciccolo	50.00
Donna Tyrrell	1,355.00	Sam Colangelo	147.50
Linda Vassil	1,664.00	Ann Conlon	15.00
Louise A. Vernadakis	40.00	Fran Connolly	43.00
Barbara Vitallo	28,446.88	Steve Connolly	45.00
Sheila Walsh	28,446.88	Alfred J. Cosentino	43.00
Thomas M. Walsh, Jr.	28,081.21	Paul Connolly	43.00
Karen Ann Ware	28,481.13	Thomas Cooke	366.00
Robert A. Ware	2,289.00	Paul Cronin	43.00
Monica B. Weir	28,344.34	Cathy Cresta	69.00
Lisa Wenzel	25,376.02	Bruce Crawford	43.00
Alfred J. White	35,115.71	Jennifer Coyle	15.00
Rose M. White	28,738.66	Melanie Danner	15.00
Roger Whittlesey, Jr.	36,410.93	Robert Debrah	125.00
Jacqueline Williamson	28,473.96	Sonia Dockson	15.00
Doris Worthington	9,232.69	Don Dodge	48.00
Warren J. Yaeger	34,324.59	Jerry Dodge	108.00
Jennie Zantuhos	28,446.88	Derek Doherty	15.00
Richard Zbieg	32,323.45	Bill Doherty	25.00
Town of Tewksbury	2,056.00	Joseph Donovan	48.00
City of Lowell Police Department	244.00	Paul A. Doucette	29.00
Class of 1991 TMHS/N. Billings	109.50	Albert Dube	74.00
Class of 1990 TMHS/D. Sullivan	219.00	Robert E. Dumont, Jr.	108.00
Joan Barnaby	442.91	Kenneth Eldridge	48.00
Maureen Bedard	4,371.09	Len Errara	219.00
Eleanor Bissett	9,517.56	Andrew J. Escoll, M.D.	50.00
Phyllis Boumel	9,787.85	Michael Fay	210.00
Kathleen M. Buckley	1,664.20	Kerin Fiore	30.00
Barbara J. Casparius	117.50	Dan Fiore	15.00
Joan E. Dey	26,948.09	Coreen Floyd	30.00
Mary P. Cibella	6,044.52	William M. Flynn	29.00
Ann DiBerto	4,028.00	John Foster	38.00
Judy Dickinson	7,383.96	Tim Monahan	15.00
Marie DiFabio	7,296.92	Joseph Gallagher	54.00
Anna B. Dobbin	6,106.68	Luke Galvin	29.00
Linda Dunn	1,398.75	George Garabedian	50.00
Ann Eppolito	48.15	Victor C. Garabedian	50.00
Sandra C. Ethier	3,450.60	Kelly A. Gately	150.00
Cheryl Faherty	24.07	Richard Gearin	54.00
Mary E. Fox	164.51	Ed Geary	118.00
Agnes Fowler	7,534.04	Lenny Gentile	43.00
Linda M. French	2,463.06	Kenneth Gikas	48.00
Carole Friedman	8,236.00	Janet Gillis	58.00

Name	Salary	Name	Salary
Deborah Gardiner	1,355.48	Thomas J. Gilmartin, Sr.	29.00
Margaret Gilbert	7,579.04	Jim Gilpatrick	93.00
Margaret R. Goulart	735.00	John D. Glazebrook	43.00
Marilyn W. Gretskey	5,937.83	Chuck Goss	42.00
Judith A. Hanlon	6,584.40	Mike Granfield	39.00
Theresa Harrington	9,201.92	Michael Godine	45.00
Rouchelle Hastings	5,477.47	Shawn Golden	43.50
Elaine Hopkins	3,730.84	John W. Gravallese	43.00
Martha Kelleher	7,657.60	Roland H. Guthrie	140.00
Shelia Krzeskinski	3,356.88	David J. Gwiazda	108.00
Christine A. Lindsey	2,284.18	Roger Hardy	31.00
Diane Lombardi	6,972.96	Ned Harelow	43.00
Mary Marks	155.00	Bob Harty	27.00
Lorraine McPhee	9,124.29	Anne Hayes	50.00
Concetta M. Miranda	6,440.80	Michael K. Hegan	48.00
Dolores Montecalvo	7,341.76	Cynthia Hemenway	150.00
Rose Moore	9,309.00	Tom Henderson	69.00
Patricia A. Napoli	7,614.00	Andrew Hennigar	129.00
Marie Nolan	6,725.68	Maureen Honan	43.00
Mildred Patterson	6,893.18	Phillip Howshan	48.00
Dorothy Peach	3,846.00	Gary Hunt	43.00
Susan R. Peterson	250.00	Shawn Hutcheon	86.00
Jeannine Rheault	5,980.40	John Jaskul	43.00
Elizabeth Ryder	7,534.04	Carolyn Kardosz	72.00
Marsha Sawin	2,297.07	Larry Kelleher	124.00
Marsha Scurka	1,322.59	Joseph Kelley	15.00
Mary Ellen Slater	1,755.83	Bob Kelly	54.00
Barbara Stevens	7,598.36	Robert Kelly	54.00
Louise Suozzo	5,980.40	Peter F. Kerrigan	48.00
Ivane Thibodeau	7,534.04	Ronald Kierce	86.00
Martha Thorsen	58.85	Barry J. Kittredge	43.00
Kay Thorsen	706.20	George N. Klesaris	86.00
Marcella Urquhart	6,768.72	Steve Koeraer	86.00
Della Walsh	2,079.82	Lawrence LaFond	96.00
Gerry Weaver	340.63	Paul LaForce	50.00
Janice M. Woodman	5,700.00	John Laffey	50.00
Carol Young	55.00	Michael Lane	50.00
Richard Abraham	48.00	Richard A. LaPierre	43.00
Joseph P. Albert	43.00	Tony Lavina	48.00
Joanne Aldrich	65.00	Scott Leavitt	43.00
Susan Alrich Connor	151.00	Anthony P. Leitao	129.00
Dick Alexander	48.00	Pat Lewis	168.00
Brian G. Allison	27.00	Gary R. Linehan	34.00
Douglas Anderson	20.00	Bob Lima	143.00
Ken Atkinson	65.00	Michael Lipoma	27.00
Robert Aylward Jr.	550.00	Jim Livingston	39.00
Dennis M. Manson	27.00	Manuel J. Lopes	39.00
Frank Barbagallo	85.00	Esther MacDonald	40.00
William Lowd	48.00	Carol L. Rivard	58.00
Esther MacDonald	40.00	George Roach	129.00
David Magee	86.00	Thomas Roach	125.00
George Major	113.00	J.T. Robinson	96.00
George Manekas	116.00	Lesley Robinson	87.00
Gene Manley	108.00	Anthony J. Romano	54.00
Brian McAteer	43.00	Barry Rosen	67.50
Bill McCarty	43.00	Arthur Russell	80.00
Sharon J. McClafferty	62.00	Tony Russo	97.00
Shane G. McDonough	144.00	Paul V. Sainato	43.00
Norbert McHale	58.00	Philip M. Sampson	54.00
Scott McQuaide	49.00	Jeffrey D. Sands	75.00
Bill McQuaide	51.00	Stephen Scanlon	26.00
Clyde Meyerhoefer	61.00	Stephen Scanlon	39.00
George Millette	90.00	Jon Sidorovich	88.00

Name	Salary	Name	Salary
Tim Monahan	175.00	Peter W. Sloan	54.00
Dennis J. Murphy	129.00	Charles W. Souza	108.00
Jerry Murray	43.00	Pamela Spencer	43.00
Phil Nangle	27.00	Karen Stephens	20.00
Robert P. Nangle	108.00	Dan Strabone	88.00
Dominick Nicastro	43.00	Mike Sullivan	78.00
Edward Nizwantowski	43.00	Ted Sullivan	35.00
Mary Norton	130.00	Mark K. Singleton	220.00
George O'Brien	108.00	Bill Tebert	78.00
Tom O'Connor	43.00	Gail Tatro	58.00
John J. Noonon	43.00	Lorne Thomas	156.00
Patrick O'Leary	86.00	Scott Thornton	1,627.00
Frank O'Meara	43.00	Thomas F. Tobin	27.00
Jeff Paris	31.00	Jim Torrisi	43.00
Bill Parks	40.00	Tibor Toth	43.00
Joseph W. Padlilli, Jr.	152.00	Cyndy Tremblay	15.00
Calvin G. Perry	43.00	Donald Tremblay	86.00
Francis Picano	651.00	Dan Trepanier	74.00
Stephen Picano	30.00	Michael Qlrich	54.00
Calvin G. Porter	31.00	Larry Urban	43.00
Robin Price	80.00	Brian Urquahart	105.00
Frank Poska	48.00	Richard Valle	43.00
Jerry Quaglia	81.00*	Robert Whitcher	48.00
Bill Rawnsley	47.00	Ron Wood	62.00
Barry Rhoads	93.00	Thomas Wourgiotis	54.00
Jay Rideout	120.00	Michael H. Zilrich	27.00
Neville Rivet	45.00	Borden Zwicker	152.00
Carole Anne Gallo	25,207.25	Elaine Maxwell	28,454.88
Sal J. Gallo	34,872.62	Kevin McArdle	37,372.68
Louis A. Garceau	32,541.67	Evelyn D. McCabe	5,599.73
Eileen F. Gardner	26,915.63	Janice L. McCabe	11,446.27
Paul F. Garrity	1,746.00	Robert F. McCabe	34,987.56
Frances Gath	26,176.43	Pamela McDade	28,446.88
Louise A. Gearty	20,279.48	Anne McDermott	24,181.66
Stephen J. Gerome	23,757.14	Patricia R. McDonnell	28,458.40
Mary Lee Goguen	5,315.00	James K. McGuire	34,421.61
Constance Goldsworthy	32,048.15	Carolyn A. McLaughlin	28,470.38
Debra Goodhue	236.89	James McLaughlin	55.00
Justin Gordon	30.00	Janet Mary McMahon	28,446.88
Robert C. Graffis	7,451.53	Maureen McNamara	31,998.03
Donna Graham	28,715.96	Maureen McSheehy	4,785.00
Mary Jayne Gray	32,500.63	Brenda McWilliams	28,510.66
Maureen C. Gropman	35,865.14	Christine A. Mehigan	110.12
Richard Gropman	32,042.90	Robert Melillo	2,825.00
Sheila Gurry	28,457.54	Barbara Mersereau	33,166.95
Linda Hair	34,992.63	Patricia Meuse	2,250.00
Yvonne M. Hall	21,028.68	Sharon McArdle Milenavich	32,060.68
Gail M. Hamilton	28,446.88	Kathleen Mofield	28,460.42
Bonita Hansberry	27,332.13	Therese H. Moris	3,033.18
Margaret M. Harcourt	28,446.88	Thomas A. Morrill II	21,1933.31
Christine Hassan	28,462.88	Mary C. Morris	6,165.53
George Hazel	1,858.00	Mary Louise Morris	29,459.18
Gwen Hedrick	16,655.98	Richard Mousseau	32,027.78
Patricia Hemeon	256.00	David Mullen	30,481.39
Trudy Hennemuth	4,220.72	Elaine Mullen	28,500.88
Mary Herlihy	28,471.94	Eileen M. Tibbetts	38,163.91
Joanne B. Hession	45.00	Mildred Mulno	32,155.76
Carole Holmy	31,985.50	Robert Murphy	2,108.00
Judith A. Hopkins	16,246.96	Mary Murray	35,743.93
Robert Horgan	32,008.00	Joseph Musumeci	13,191.74
Craig L. Howard	31,617.54	Lorraine Nastek	28,731.44
Dorothy Hudak	32,492.63	Norma Nastek	3,253.47
Mary Jean Hughes	1,746.00	Mary A. Nawn	5,522.18

Name	Salary	Name	Salary
Maureen Jackman	28,479.52	Thomas Nawn	39,573.11
Isabel L. Jankelson	32,565.27	Lisa Neary Hughes	25,054.44
August P. Jardin	32,660.75	Pamela Needham	7,294.07
John F. Jarek	32,123.27	Carlene Neumann	32,512.83
John Jones	30.00	Marie Nguyen	25.00
Jane Juskiewicz	7,103.00	Diane C. Norton	5,262.84
George Kalarites	32,276.46	Joan M. Norton	11,627.85
Marcia A. Kalarites	31,993.50	Linda Novelli	33,166.95
Maureen Kane	28,446.88	Brenda A. O'Brien	28,497.00
Kaspar Kasparian	33,597.56	Joanne O'Brien	16,092.96
James P. Kastritis	34,801.56	Marilyn P. O'Brien	37,763.16
Barbara A. Keefe	6,616.12	Norris O'Brien	33,884.60
Mary Louise Keenan	32,505.88	Jane O'Connor Mitchell	16,382.28
Louise E. Kelley	1,693.08	Ann O'Hara	28,463.52
Jane A. Kelley	32,360.50	Jean Olsen	6,924.81
Joan E. Kelley	33,141.89	Teresa O'Neill	482.56
Mary P. Kennedy	14,788.66	Cynthia A. Basteri	31,985.50
Dianne L. Kelley	26,972.74	Glenn W. Osterman	32,024.26
Maureen P. Kelley	23,733.71	Rita O'Sullivan	16,522.15
Jean B. Kyser	4,455.64	Thomas O'Toole	26,315.95
Arlene King	34,975.32	Richard Otis	32,050.17
Pauline J. King	28,528.41	Timothy J. Otis	16,096.16
William Kirwin	34,640.22	Stephanie Pagiavlas	31,985.50
Ann L. Knower	33,280.73	Theresa B. Pailes	103.68
Kathleen Knowles	16,075.64	James Panniella	62.50
Gail Knowlton	259.22	Donna Marie Paolilli	816.00
Gwen Kodner	23,701.58	Elizabeth F. Papik	34,511.57
Patricia Koravos	29,497.78	Anna Marie Pappalardo	146.00
Christos Koumantzelis	33,898.52	Andrew Pappathan	32,011.57
Iris Koumantzelis	28,522.38	Susan Patterson	30,188.14
Joanna Krainski	33,588.91	George Paul	36,157.81
Daniel Krikorian	22.50	Dorothy Peach	3,219.95
Marilyn Krikorian	36.50	Kathleen Penney	1,208.10
Patricia A. Krol	31,997.76	Frederick Penza	34,953.19
Barbara E. Krueger	16,485.65	John H. Perreault	11,859.93
Elizabeth Kyle	34,141.89	Ruth Perrin	1,101.50
Charles J. Labella	3,374.94	Marjorie A. Petalas	31,996.16
Susan Lachance	31,997.50	Roger Pilat	28,460.42
Cheryl Laffey	185.60	Claire Piscione	29,485.68
Mary Laffey	29,459.18	William Piscione	36,134.63
Carol LaMonica	18.75	James Pittman	60.00
Susan Lamotte	28,494.02	Hope Place	31,346.88
Deanna Lamport	1,547.00	Mary A. Primerano	32,030.50
Patricia Lannon	30,071.88	Stephen Prodanas	33,532.84
Joseph A. LeProhon	33,205.55	Kathryn Quinn	32,020.50
Nancy Laws	29,036.90	Elise Racicot	31,122.55
Frederick Leahy	33,971.45	Elinor A. Read	31,993.50
Donna Lecam	33,008.63	Claire Reed	28,446.88
Alfred LeClair	32,044.70	Frances Renaud-Stephan	35,409.75
James L. LeClaire	33,274.36	Gerald Rideout	33,575.43
Alice Leduc	19,178.69	Maureen Rideout	29,494.68
Steven Levine	35,668.60	Elaine Riley	591.10
Ernest J. Lightfoot	2,652.00	Bonnie L. Roberts	28,446.88
Patricia A. Lightfoot	6,815.03	Marimargaret Roberts	31,985.50
Andrea Lisavich	11,973.00	Carol Rodgers	32,492.63
Sharlene Locker	33,338.33	Daniel Rogacki	28,446.88
Judith E. Lodi	25,062.44	James Rogers	20.00
Wade Longley	32,545.78	Kerry Rogers	25.00
Raymond Loosen	34,377.54	Pia Marie Romano	8,788.71
John Loynd	20,533.66	Cathy Ronan	32,172.02
Elizabeth B. Lucas	799.00	Geraldine Rubico	25,310.81
Janice Lunn	32,492.63	Georgia Ruckledge	33,985.50
Pamela Lussier	9,124.92	Joan Ryan	28,446.88

THUMBNAIL SKETCH OF PARLIAMENTARY PROCEDURE
FOR TEWKSBURY TOWN MEETING
Compliments of LEAGUE OF WOMEN VOTERS OF TEWKSBURY

TYPE	MOTIONS	Can be Debated	Can be Amended	Can be Reconsidered	VOTE REQUIRED
Listed In Order of Preference	Adjourn sine die				Majority
	Adjourn to a fixed time or recess	X	X		Majority
	Fix the time for adjournment	X	X	X	Majority
	Question of privilege				None
	Lay on the table			X	Majority
Subsidiary	Previous question				Majority
	Limit or extend debate			X	2/3
	Postpone to a fixed time	X	X	X	Majority
	Amend	X	X	X	Majority
	Postpone indefinitely	X		X	Majority
Incidental	Point of order				None
	Appeal	X		X	Majority
	Withdraw or modify a motion				Majority
	Suspension of rules				2/3
	Main	X	X	X	See notes on following pg.
	Reconsider	*			2/3
	Rescind	*			Majority
	Take from the table				Majority

*Precedence of motion being reconsidered
or rescinded and debatable to same extent.

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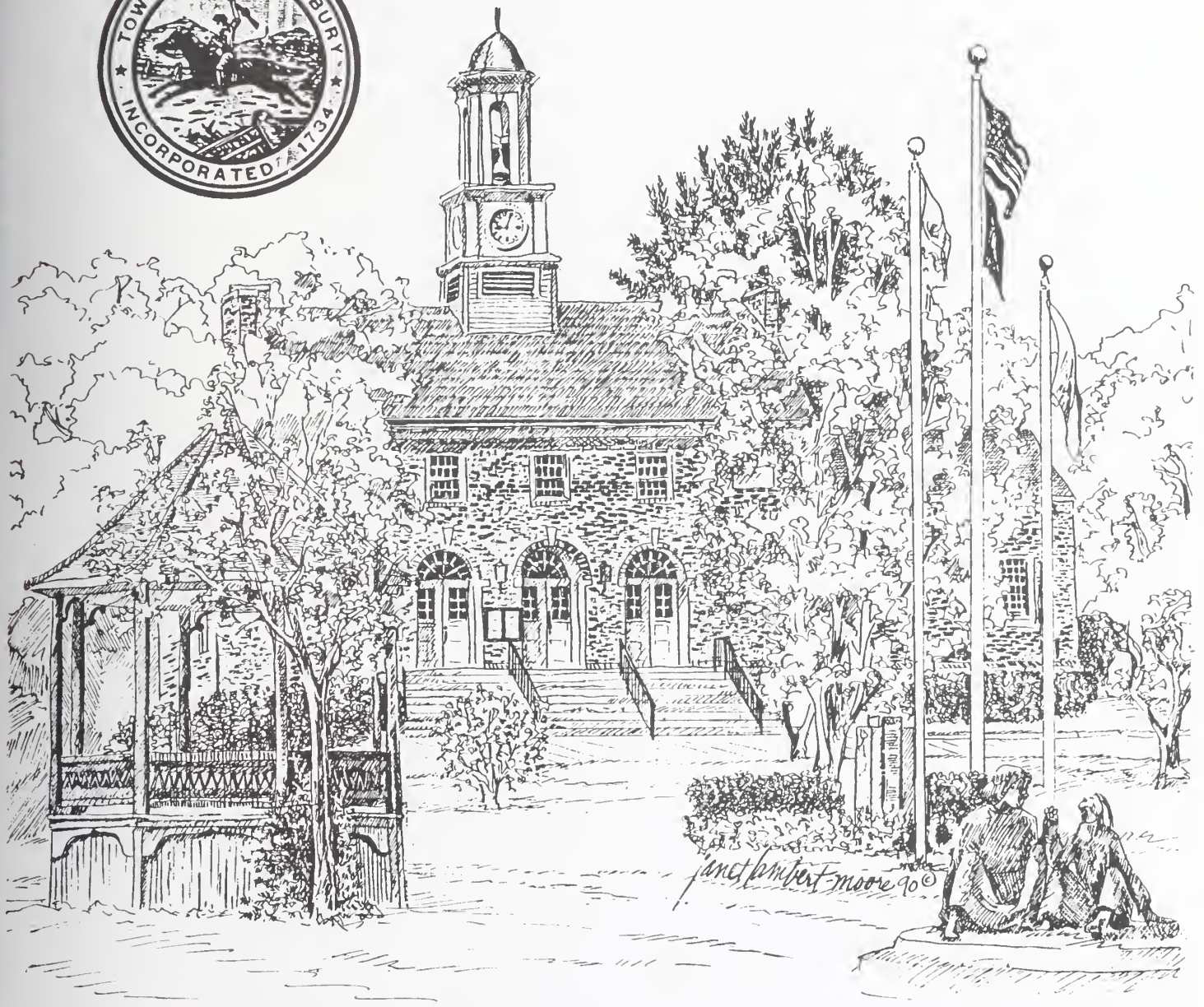
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Auditor, Town Hall	851-7612	
Board of Registrars (Voter Info.)	851-2383	
Building Inspector (DPW Bldg., Whipple Rd.)	851-7461	
Community Action Committee		
Medical Transportation	851-4342	
Conservation	851-6905	
Dog Officer	851-6421	
FIRE DEPARTMENT		
To Report a Fire	851-7355	
Other Fire Information	851-7356	
Health Board, Town Hall	851-6371	
Rubbish Disposal	851-6321	
Housing Authority	851-7392	
Library, Harold J. Patten, Town Hall Ave.	851-6071	
Parking Clerk	851-2383	
Planning Board (DPW Bldg., Whipple Rd.)	851-9761	
Plumbing Inspector (DPW Bldg., Whipple Rd.)	851-7461	
POLICE DEPARTMENT, 935 Main Street	851-7373	
DEPARTMENT OF PUBLIC WORKS	851-7341	
Superintendent, Whipple Rd.	851-7341	
Highway, Whipple Rd.	851-7341	
Recreation Dept., Whipple Rd.	851-3161	
Sewer Dept., Whipple Rd.	851-7341	
Town Engineer, Whipple Rd.	851-7341	
Tree Department, Whipple Rd.	851-7341	
Water Dept., Whipple Rd.	851-2351	851-7341
For Emergencies, phone Police Dept.	851-7373	
School Department		
Athletic Director	851-6044	
Loella Dewing School, 1469 Andover St.	851-4316	
Heath Brook School, Shawsheen St.	851-9112	
Junior High School, 10 Victor Drive	851-3709	
Guidance Department	851-3411	
Lunch Program Supervisor	851-9121	
Memorial High School, 320 Pleasant St.	851-2011	851-2022
North Street School, 133 North St.	851-7376	
School Adjustment Counselors Office, Pleasant St.	851-3832	
Louise D. Trahan School, Salem Rd.	658-3119	
Superintendent of Schools, 1469 Andover St.	851-7347	
Town Cable TV Announcements—Don Stewart	851-0341	
Sealers of Weights & Measures	851-2055	
Selectmen, Town Hall	851-4311	
Senior Citizens Drop-In Center, Chandler St.	851-5949	
Town Clerk	851-2383	
Town Manager	851-4311	
Treasurer—Tax Collector, Town Hall	851-7366	
Veterans Agent, Town Hall	851-6441	
Voter Registration	851-2383	
Welfare Department, Lowell, Fuel Assistance	454-8061	
CITIZENS' INFORMATION SERVICE		
Office of Secretary of State	1-800-392-6090	
State Representative, James Miceli	727-2380 (Boston)	
	727-2250 (Boston)	
Congressman, Edward Markey	1-800-442-2013 (Boston)	
Senator, Patricia McGovern	722-1612 (Boston)	

Annual Town Report



1989

Town of Tewksbury

ALBERT LaBONTE, SR.**AUXILIARY POLICE CAPT. & CHIEF**

The retirement of Al LaBonte, Captain and Chief, was a great loss to this organization. He was one of the founding members of the Tewksbury Auxiliary Police which he has been active in for 40 years.

Retired: 1981

Also served as school crossing guard:	1967-1971
Traffic Supervisor:	1972
Traffic Guard.	1973

MARY T. LOVE

Council Of Aging: 1981-1989

KISBRO F. NAJJAR

Council Of Aging: 1984-1989

VINCENT G. SCHETTINO

Patriotic Activities Committee: 1967-1974
1979-1980

PAUL J. McASKILL

Mapping Committee: 1968
Chairman 1969
Water Study Committee: 1968, 1975
Council For Youth: 1973
Council Of Aging: 1972, 1977, 1981-1989
Chairman: 1980
Deep Rock Well Study Comm.: 1982-1984

JOHN McLELLAN

Bicentennial Commission: 1975-1977

COVER DESIGN BY JANET LAMBERT MOORE

Janet Lambert Moore is a noted Greater Lowell artist who has won many prizes in paintings, portraiture and graphics. Her work is displayed throughout the world. She has published and illustrated a Lowell History and consulted on numerous arts festivals, exhibits theatrical productions, educational projects and publications. In 1987 she took paintings of Lowell subjects to Quebec City for the International Jack Kerouac Gathering, celebrating the leader of the beat writers. She has illustrated two beat magazine covers both in the United States and England. In 1989 she had a solo exhibit of works inspired by a trip to Ireland and an exhibit in New York City. Her work is in the collections of many banks and corporations as well as the private collections of numerous officials including members of the Massachusetts and United States Congress and Senate.

Janet was born and educated in Lowell. She has a BFA from Massachusetts College of Art and a MEd from Salem State College. A former high school art director, she is now pursuing a full time painting career. She accepts multi-media commissions in addition to her original work. She has dozens of prints of Lowell and the surrounding towns. Her work can be seen at Rare Finds at the MILL in No. Chelmsford or by contacting her at 508-459-4003, or 44 Walker St., Lowell, MA 01854.

Colored prints of the Center of Tewksbury as seen on the cover are available through the artist.

General Government

Biograph

Town Officers Elections

Town Committees

Town Meeting Warrants

Annual and Specials

Biograph

1. *Town:*
Tewksbury, Massachusetts
Incorporated in 1734
2. *County:*
Middlesex, ss.
3. *Location:*
At the junction of two new superhighways in northeastern Massachusetts, U.S. Interstate 495 and U.S. Interstate 93. The Town is bordered on the north by the Merrimack River, northeast by Andover, southeast by Wilmington, southwest by Billerica and borders on Lowell on the west. It is 21 miles from Boston, 50 miles from Worcester, 30 miles from Salisbury Beach and 230 miles from New York City.
4. *Population:*

1970 — 22,755	1988 — 27,300
1980 — 24,478	1989 — 28,209
5. *Land Areas:*
20.70 square miles;
10,789.5 acres assessed
6. *Density:*
Person per square mile:

1970 — 1099	1988 — 1318
1980 — 1182	1989 — 1363
7. *Climate:*
Mean annual precipitation — 43.40 inches.
Mean temperature: in January, 26.6 degrees; in July, 73.7 degrees.
8. *Elevation:*
Highest point: Ames Hill, 363 feet;
North section: 200 feet;
West section: 150 feet;
Center, 120 feet;
South section, 150 feet above mean sea level.
9. *Topography:*
Fairly level terrain, with elevations varying from 100 feet to 200 feet above sea level. Soil is a mixture of sandy soil in southern section, wet and moist and of good texture along the central and northern sections.
10. *Established:*
Inhabitants separated from Billerica in 1733.
First Town Meeting held January 14, 1734.
Duly incorporated December 23, 1734.
11. *Form of Government:*
Open Town Meeting.

Elected Officers

SELECTMEN

Charles E. Coldwell, <i>Chairman</i>	1990
Lou Carciofi	1991
William J. Hurton	1991
Charles T. Coppola	1992
John J. Kelley, Jr.	1992

BOARD OF HEALTH

William Lindsey, <i>Chairman</i>	1990
Allan Dunlevy	1991
Donald Miller, M.D.	1992

TOWN CLERK

Elizabeth Carey	1990
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MODERATOR

James Coakley	1990
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PLANNING BOARD

Robert Sullivan, <i>Chairman</i>	1990
Cheryl Busch	1994
George Donovan	1991
Rick Krause	1992
Robert Fowler	1993

SCHOOL COMMITTEE

William Emerson	1992
Benjamin Maxwell	1992
Donna Colella	1990
Charles LaBella	1991
Patricia Meuse	1991

SCHOOL COMMITTEE—REGIONAL TECHNICAL

Richard Griffin	1994
Peter Downing	1991

HOUSING AUTHORITY

Louise Gearty	1994
Leo Chibas	1990
Roland Roy	1991
Salvatorio Ciaccio, <i>State Appt.</i>	1991
Mary Delaney	1993

TRUST FUND COMMISSIONERS

Richard Stanton	1992
Laura Stella	1990
Mark J. Hanson	1991

LIBRARY TRUSTEES

Nancy M. Boyle	1992
M. Eileen McDonagh	1992
Robert Moore	1990
Eleanor Corey	1990
Donna Haines	1991
Maureen Kelley	1991

Appointive Officers

Town Manager—David G. Cressman

Executive Secretary—Sandra A. Barbeau

Town Counsel—Charles Zaroulis, Esq.

Animal Inspector—James Manley

Appraisers—Board of Selectmen

Attendance Officers—Robert Cook/George Hazel

Auditor—Thomas Berube

BOARD OF APPEALS

Bruce Gordon, Jr.	1994
Donald McKinley	1990
Charles Stella	1991
Patricia DiBiase	1991
Peter Downing, <i>Chairman</i>	1992

ASSOCIATE MEMBERS

Robert Rodgers	1990
Marc P. Ginsberg	1990
Derek Sheehan	1990
William Ritchie	1990
Albert Woodman	1990

BOARD OF REGISTRARS

Edward Creamer	1991
Robert Hunter	1990
Elizabeth Carey, <i>Clerk</i>	1991
Frederick Montague	1991

BUILDING COMMISSIONER—George Nawn

Cemetery Officer—John Collins

Civil Defense Director—Michael Sitar

CONSTABLES—Expiration Date 1991

Sandra Barbeau	Robert A. Christakos
Alfred Hanley	Henry E. Sullivan
Edwina Hudson	Michael J. Jarjoura
Paul Johnson	Armand Soucy
William Zampbell	John D. Sullivan
Harold Morang	Wilson E. Brazile
Mary Raddatz	Walter Collins
Rudy Simpson	Albert Pongonis
David H. Muscovitz	Walter McAvoy

Dog Officer—Walter Collins

Fence Viewers—Paul Johnson
Alfred L. Morin
Marsha Hunt

DPW Superintendent—William Burris

Treasurer—Warren Carey

Town Historian—Francis L. Brown

Veterans Agent—Thomas Hodgson

Veterans Burial Indigent
Farmer & Dee Inc.
Tewksbury Funeral Home

Veterans Grave Officer—Harry Patterson

WIRE INSPECTOR

Jeremiah Delaney
Philip Souza (alternate)

WEIGHERS

Edward H. Bowley
Thomas E. Bowley
Cheryl A. Carty
George Brazee
Domenic Pensanalli
Thomas W. Dewhist
Paul E. Allen
Paul E. Allen, Jr.
Brian E. Allen

SEALER OF WEIGHTS AND MEASURES

Frank Sullivan

Appointed Committees

CONSERVATION COMMISSION

William D. Hallisey	1991
Phillip Stone	1990
Cosmo DiBiase (resigned)	
Donna J. Harrington	1990
Peter Peters	1991
Richard J. Hanson	1991
Gail Perdicaro, <i>Chairperson</i>	1990

COUNCIL ON AGING

Susan Sullivan, <i>Chairperson</i>	1992
Bernice Sprague	1990
Ruth McDermott	1992
Peg Keefe	1991
Debra Aubut	1990
Hetta Thompson	1991
Dennis DeDeo	1990
Frank Chriscitello	1990
Anna F. Yonaker	1992
Warren Hupper	1990

INDUSTRIAL COMMISSION

Henry Borazzo	1989
Thomas Girard	1990
Charles Coppola	1993

MUNICIPAL BUILDING COMM.

William Latta	1990
Thomas Cooke	1989
Harold McDonald	1989

NORTHERN MIDDLESEX AREA COMMISSION

David G. Cressman/*Town Manager*

PERSONNEL BOARD

Donna Gill (Emp. Rep.)	1992
John C. Day	1991
Michael F. Skerry	1992
William Blakeney	1990
H. David Perry	1991

RECREATION COMMISSION

Ernest Lightfoot	1990
Norm Desmarais	1990
William Blakeney	1994
Pete Barbatos	1990
Tim Monahan	1992

SOLID WASTE REPRESENTATIVE

Ed Flanagan

INDUSTRIAL DEVELOPMENT FINANCING

Charles A. Gaffney	1993
John Forman	1989
Arthur Ford	1990
Gail Perdicaro	1991

CABLE ADVISORY COMMITTEE

Edmund Stoddard
Don Stewart
Joseph M. Salvo
Tony Bento

PATRIOTIC ACTIVITIES COMMITTEE

Richard Sutherby	Cathy Richards
Charles English	Thomas Gordon
Norma Doherty	Daniel Morris
Paul Coppola	Jerome E. Selissen
Daniel Sprague	Elizabeth Carey
Bradford Dee	James Coakley

ARTS LOTTERY COMMISSION

Barbara Karner	Margaret Bowley
Betty Scott	JoAnn Brace
Kendra Conn	Ann Marie Mowat
Donna Tyrell	Karen Gagne
Elsie Howell	Janet L. Priest
Karen Favreau	Sonja Cuneo
John Day	

Special Government Districts

SENATORS IN CONGRESS

HONORABLE EDWARD M. KENNEDY (D)
Senate Office Building Washington

HONORABLE JOHN KERRY (D)
Senate Office Building, Washington

CONGRESSIONAL DISTRICT: 7th

EDWARD J. MARKEY
House of Representatives, Washington

State Government
 PATRICIA McGOVERN (D)
 Second Essex & Middlesex Senatorial Districts
 Senate Offices: State House, Boston, Mass.

COUNTY GOVERNMENT COMMISSIONER
 Bill Schmidt
 Thomas J. Larkin
 Edward J. Kennedy, Jr.

JAMES R. MICELI (D)
 Twentieth Middlesex District of General Courts:
 House of Representatives, State House
 Boston, Mass.

Annual Town Election

April 1, 1989

At a meeting of the inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the High School for Precinct 1 and 1A, Trahan School for Precinct 2 and 2A, North Street School for Precinct 3 and 3A, and the Junior High School for Precinct 4, the following business was transacted. Registers on ballot

boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 10:00 A.M. and closed at 8:00 P.M. There were 3029 votes cast. Precinct 1—442; Precinct 1A—498; Precinct 2—385; Precinct 2A—357; Precinct 3—510; Precinct 3A—456; Precinct 4—381.

Precinct 1	Alice Casazza, Warden	Ellen Keefe, Clerk
Precinct 1A	Alice Casazza, Warden	Ellen Keefe, Clerk
Precinct 2	Cecelia Wolff, Warden	Maxine Drew, Clerk
Precinct 2A	Cecelia Wolff, Warden	Maxine Drew, Clerk
Precinct 3	Lorraine Whitten, Warden	Dorothy Demarais, Clerk
Precinct 3A	Lorraine Whitten, Warden	Dorothy Demarais, Clerk
Precinct 4	Patricia Hennessy, Warden	Marion Snook, Clerk

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
TWO—SELECTMEN—THREE YEARS								
Charles T. Coppola	293	345	233	226	341	322	245	2005*
John J. Kelley, Jr.	303	351	257	251	359	327	263	2111*
Charles J. Shibilia	148	146	145	127	155	116	122	959
Blanks	139	151	134	107	162	145	132	970
Others	1	3	1	3	3	2	0	13
ONE—BOARD OF HEALTH								
Donald H. Miller	206	266	180	186	257	237	193	1525*
Alexandria M. Weida	184	170	146	122	179	146	126	1073
Blanks	52	62	59	49	74	73	58	427
Others	0	0	0	0	0	0	4	4
ONE—MODERATOR								
James P. Coakley	363	414	301	291	382	344	299	2394*
Blanks	79	84	83	65	127	112	82	632
Others	0	0	1	1	1	0	0	3
ONE—PLANNING BOARD—FIVE YEAR TERM								
Wilfred A. Lambert	133	158	94	88	100	134	87	794
Robert E. Brown	86	100	56	64	121	76	62	565
Richard A. Krause	117	117	115	91	196	136	143	915*
Paul J. McAskill Jr.	73	75	86	71	49	67	59	480
Blanks	33	48	34	42	44	43	30	274
Others	0	0	0	1	0	0	0	1
ONE—PLANNING BOARD—THREE YEAR UNEXPIRED TERM								
Paul D. Albertelli Jr.	52	52	39	24	151	66	50	434
Cheryl A. Busch	147	166	98	106	144	170	98	929*
Michael D. Donovan	47	50	47	37	32	46	54	313
Bernard E. Doucette	5	12	41	36	8	6	9	117
Norman E. Gay	14	34	6	11	18	15	17	115

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
Thomas R. Girard	20	11	13	6	23	16	8	97
Thomas F. Gordon	22	10	9	12	8	9	12	82
Gregory Holden	17	16	9	13	25	19	9	108
David M. O'Brien	97	122	108	98	78	79	110	692
Blanks	21	25	15	14	23	30	14	142
Others	0	0	0	0	0	0	0	0

TWO—SCHOOL COMMITTEE

Bill Emerson	328	377	273	268	374	341	295	2251*
Benjamin J. Maxwell	325	373	278	262	375	323	268	2204*
Blanks	229	249	218	181	271	247	197	1592
Others	2	2	1	3	0	1	2	11

ONE—REGIONAL VOCATIONAL SCHOOL COMMITTEE

Richard E. Griffin	332	385	281	284	381	344	275	2282*
Blanks	109	112	104	73	129	111	105	743
Others	1	1	0	0	0	1	1	4

ONE—HOUSING AUTHORITY

Louise Flucker Gearty	333	400	287	287	391	340	293	2331*
Blanks	109	98	98	70	119	116	88	698
Others	0	0	0	0	0	0	0	0

ONE—TRUSTEE PUBLIC LIBRARY

Nancy M. Boyle	273	363	260	257	372	302	269	2096*
David J. Goguen	210	170	125	124	131	152	107	1019
Marilyn Eileen McDonagh	207	238	199	190	302	250	218	1604
Blanks	194	225	186	142	215	206	168	1336
Others	0	0	0	1	0	2	0	3

ONE—TRUST FUND COMMISSIONER

Richard J. Stanton	327	395	290	286	367	333	290	2288*
Blanks	115	103	95	69	143	123	91	739
Others	0	0	0	2	0	0	0	2

ATTEST:

ELIZABETH A. CAREY, CMC
TOWN CLERK

1989 ANNUAL TOWN MEETING

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ANNUAL TOWN MEETING

Annual Town Meeting May 1, 1989

Tewksbury Memorial High School
Pleasant Street
May 1, 3, and 4

Moderator James Coakley convened the Annual Town Meeting at 8:00 P.M. on Monday, May 1, 1989.

There were 342 registered voters and 29 visitors in attendance.

Rev. Mr. William Emerson, Deacon, St. William's Parish, offered the Invocation and Blessing upon the Assembly.

Moderator Coakley requested a Moment of Silence for the deceased Town Officials and Town Employees; Thomas Conlon, Walter Morris, Donald Prescott, and John Rosano.

The Moderator read the Town Meeting Guidelines and designated the area for the visitors.

On Wednesday, May 3, 1989, the Annual Town Meeting reconvened at 8:00 P.M. with 335 registered voters and 22 visitors in attendance.

On Thursday, May 4, 1989, the Annual Town Meeting reconvened at 8:00 P.M. with 226 registered voters and 19 visitors in attendance.

ARTICLE 1. To choose all necessary Town Officers, by ballot, Two (2) Selectmen for three years; One (1) member of the Board of Health for three years; One (1) Moderator for an unexpired one year term; One (1) member of the Planning Board for five years; One (1) member of the Planning Board for three years (to complete the unexpired five year term); Two (2) members of the School Committee for three years; One (1) member of the Regional Vocational School Committee for three years; One (1) member of the Housing Authority for five years; Two (2) Public Library Trustees for three years; One (1) Trust Fund Commissioner for three years.

Accomplished at the Annual Town Election, April 1, 1989.

Finance Committee Chairman, Joseph Gill, motioned to waive the reading of the Warrant Articles and this motion was Adopted. 8:06 p.m. (5-1-89)

ARTICLE 2. To hear and act upon reports of the various town officers; or take any other action relative thereto.

MOTION: Selectman William Hurton motioned to make two (2) Corrections to the 1988 Annual Town Report:

1. page 2—Board of Appeals Patricia DiBiase 1993
2. page 10—Trustee Public Library TWO

VOTED: To accept the 1988 Annual Town Report, as Corrected. 8:08 p.m. (5-1-89)

ARTICLE 3. To see if the Town will vote to fix the salaries of several elected officials for the fiscal year 1989-90.

	FY89 Present Salary	FY90 Requested Salary	FY90 Town Mgr. Recommend.	Voted
Board of Health				
Chairman	\$500.00	\$500.00	\$500.00	\$500.00
Members (2)	400.00	400.00	400.00	400.00
Moderator	\$500.00	\$500.00	\$500.00	500.00
Planning Board				
Chairman	1150.00	1300.00	1150.00	1150.00
Members (4)	800.00	900.00	800.00	800.00
School Committee				
Chairman	3500.00	3500.00	3500.00	3500.00
Members (4)	3000.00	3000.00	3000.00	3000.00
Selectmen				
Chairman	7000.00	7000.00	7000.00	7000.00
Members (4)	6000.00	6000.00	6000.00	6000.00

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 3 was Adopted, per the Finance Committee's Recommendations. 10:15 P.M. (5-1-89)

ARTICLE 4. To see what sums of money the Town will vote to raise and appropriate or transfer from available funds, or otherwise, for its necessary and expedient purposes, hereinafter designated, and determining that the same be expended only for such purposes under the direction of the respective boards, committee and officers, as follows:

Corrections were made by the Finance Committee on their Recommendations for the following Departments:

CHANGE TO:

Town Manager—Line Item—Rubbish Collection	\$1,274,208.
Police—Salaries	2,291,036.
Police—Operating	90,811.
School—Salaries	12,068,628.
School—Operating	3,857,003.
School—Capital Outlay	48,448.
School—Out of State Travel	1,000.
Public Works—Operating	870,471.
Council on Elderly—Salaries	25,671.
Council on Elderly—Operating	26,425.
Unclassified—Interest Maturing Debt	1,660,140.
Unclassified—Interest Temporary Loans	270,100.

Finance Committee Chairman, Joseph Gill, motioned to Adopt Article 4, as Corrected, in accordance with the Finance Committee's Recommendations.

Moderator James Coakley informed the Assembly that he would read each Department and mark for Debate any Department, so moved, to be Debated.

The Departments marked for Debate were:

Selectmen	Fire	Building
Civil Defense	Health	Patriotic Activities Committee

VOTED: All Departments NOT marked for Debate were Adopted, as Recommended by the Finance Committee. 10:34 P.M. (5-1-89)

MOTION: Selectman Chairman, Charles Coldwell, motioned to Reconsider the Departments, under Article 4, NOT marked for Debate, "in hopes it doesn't prevail."

VOTED: Not one (1) voter stood in favor of Reconsideration and over one hundred (100) voters stood opposed to Reconsideration. 10:36 P.M. (5-1-89)

DEBATED BUDGETS:

FIRE—

MOTIONS: Town Manager, David Cressman, motioned for:
Fire—Salary \$2,637,903
Fire—New Employees 90,840

Finance Committee motioned for:
Fire—Salary 2,692,023
Fire—New Employees 0

Fire Chief Thomas Ryan & Firefighter Lawrence Driscoll motioned for:
Fire—Salary 2,737,569
Fire—New Employees 130,626

VOTED: Town Manager's motions for:
Fire—Salary 2,637,903
Fire—New Employees 90,840
were Adopted. 10:59 P.M. (5-1-89)

All the other Fire budget items were Adopted per the Finance Committee's Recommendations. 10:59 P.M. (5-1-89)

MOTION: A motion was made to Reconsider the Fire Budget.

VOTED: Not one (1) voter stood in favor of Reconsideration. Over seventy-five (75) voters stood opposed to Reconsideration. 11:00 P.M. (5-1-89)

SELECTMEN—

MOTIONS: Selectman Charles Coppola motioned for:
Selectmen—Capital Outlay \$4,000
The Finance Committee motioned for:
Selectmen—Capital Outlay \$300

VOTED: The Finance Committee's recommendation for:
Selectmen—Capital Outlay \$300
was Adopted. 8:11 P.M. (5-3-89)

The remaining Selectmen Budget items were Adopted, per the Finance Committee's Recommendations. 8:12 P.M. (5-3-89)

CIVIL DEFENSE

MOTION: The Finance Committee motioned to Adopt, per their Recommendations.
VOTED: The Civil Defense Budget was Adopted, per the Finance Committee's Recommendations. 8:13 P.M. (5-3-89)

BUILDING—

MOTIONS: Town Manager, David Cressman, motioned for:
Building—Salaries \$178,057
Building—New Employee 25,507

Finance Committee motioned for:
Building—Salaries 184,068
Building—New Employee 0

VOTED: The Finance Committee's motions Failed. 8:25 P.M. (5-3-89) Town Manager's motions for Salary and New Employee were Adopted. 8:25 P.M. (5-3-89)

Selectman William Hurton motioned to Adopt the remaining Building budget items, per the Finance Committee's Recommendations and this motion was Adopted. 8:26 P.M. (5-3-89)

PATRIOTIC ACTIVITIES COMMITTEE—

MOTIONS: Selectman Hurton motioned for:
Patriotic Activities—Operating \$15,000
The Finance Committee motioned for:
Patriotic Activities—Operating 13,000

VOTED: The Finance Committee's motion Failed. 63 YES, 146 NO 8:37 P.M. (5-3-89)

Selectman Hurton's motion for:
Patriotic Activities—Operating \$15,000
was Adopted. 8:37 P.M. (5-3-89)

The Finance Committee motioned to Adopt the remaining Patriotic Activities budget items, per the Finance Committee's Recommendations and this motion was Adopted. 8:39 P.M. (5-3-89)

BOARD OF HEALTH BUDGET

MOTIONS: Board of Health Chairman, William Lindsey, motioned for:
Board of Health—New Employee \$8,593
Board of Health—Line Items:
Lowell Mental Health 9,000
Hazard. Household Waste 20,000

The Finance Committee motioned for:
Board of Health Salaries \$78,633
Board of Health—Line Items:
Lowell Mental Health 0
Hazard, Household Waste 0

Treasurer/Collector Warren Carey Motioned for:
 Board of Health—Line Item:
 Lowell Mental Health \$6,000

VOTED: The Finance Committee's motion,
 Lowell Mental Health 0
 Failed.
 Treasurer Carey's motion,
 Lowell Mental Health \$6,000
 Failed.
 The Board of Health's motion,
 Lowell Mental Health \$9,000
 was Adopted.
 The Finance Committee's motion,
 Hazard, Household Waste 0
 Failed: 69 YES, 125 NO
 The Board of Health's motion,
 Hazard, Household Waste \$20,000
 was Adopted.

The Finance Committee motioned to Adopt the rest of the Board of Health budget items and recommended \$6700 for Operating and this motion was Adopted. 9:28 P.M. (5-3-89)

Department	Salaries & Wages	Operating	Outlay
MODERATOR	\$ 500	\$ 100	\$ 0
New Employees	0		
Out/State Travel			0
Line Items			0
SELECTMEN	77,402	39,248	300
New Employees	0		
Out/State Travel			0
Line Items:			
(Legal Serv.)		10,000	
TOWN MANAGER	169,594	6,600	0
New Employees	0		
Out/State Travel			1,200
Line Items:			
Rubbish Coll. & Disp.		1,274,208	
FINANCE COMMITTEE	1,150	875	0
New Employees	0		
Out/State Travel			0
Line Items			0
ACCOUNTING	115,517	2,500	0
New Employees	0		
Out/State Travel			0
Line Items:			
(Recd Binding)		500	
COMPUTER SYSTEM	0	100,000	0
New Employees	0		
Out/State Travel			0
Line Items:			0
ASSESSORS	135,434	36,725	600
New Employees	0		
Out/State Travel			0
Line Items:			
(Reval.)		0	
TREASURER-COLLECTOR	234,383	120,150	3,110
New Employees	0		
Out/State Travel			0
Line Items:			
(Book Bind.)		1,500	
Employee Training Sem.		400	
TOWN COUNSEL	0	55,000	0
New Employees	0		
Out/State Travel			0
Line Items			0

PERSONNEL BOARD	4,248	230	0
New Employees	0		
Out/State Travel			0
Line Items:			
(Print. By-Law)		500	
TOWN CLERK	94,163	11,556	425
New Employees	0		
Out/State Travel			0
Line Items:			0
ELECTION	9,500	0	0
New Employees	0		
Out/State Travel			0
Line Items			0
BOARD OF REGISTRARS	2,650	2,400	425
New Employees	0		
Out/State Travel			0
Line Items:			0
CONSERVATION			
COMMISSION	10,485	1,875	0
New Employees	0		
Out/State Travel			0
Line Items			0
PLANNING BOARD	63,596	9,200	0
New Employees	0		
Out/State Travel			0
Line Items:			
(N.M.A.C.)		6,896	
BOARD OF APPEALS	10,634	5,250	0
New Employees	0		
Out/State Travel			0
Line Items			0
COMPREHENSIVE HOUSING			
COMMITTEE	500	100	0
New Employees	0		
Out/State Travel			0
Line Items:			
(Shrd. Planner)	0		
CABLE TELEVISION	0	11,000	0
New Employees	0		
Out/State Travel			0
Line Items			0
TOWN HALL	44,364	35,462	6,790
New Employees	0		
Out/State Travel			0
Line Items			0
POLICE	2,291,036	90,811	123,909
New Employees	46,008		
Out/State Travel			2,200
Line Items:			0
AUXILIARY POLICE	0	1,231	0
New Employees	0		
Out/State Travel			0
Line Items			0
FIRE	2,637,903	89,610	47,000
New Employees	90,840		
Out/State Travel			2,000
Line Items:			
(Mutual Aid)		150	
Fire Alarm Maint.		0	
North Sta. Maint.		1,500	
Engine 2 & 3 Repairs		5,000	
Fire Prev. Wk.		2,000	
Uniforms			0
BUILDING	178,057	12,950	
New Employees	25,507		
Out/State Travel			0
Line Items			0
WEIGHTS & MEASURES	1,688	600	0
New Employees	0		
Out/State Travel			0
Line Items			0
CIVIL DEFENSE	836	5,770	230
New Employees	0		

Out/State Travel			0
Line Items:			
(SCBA, Radios)			0
DOG OFFICER	29,702	5,850	0
New Employees	0		
Out/State Travel			0
Line Items			0
PARKING CLERK	0	3,400	0
New Employees	0		
Out/State Travel			0
Line Items			0
SCHOOL	12,068,628	3,857,003	48,448
New Employees	0		
Out/State Travel			1,000
Line Items:			
(Boiler Repl.)			0
PUBLIC WORKS	1,679,046	870,471	150,500
New Employees	23,726		
Out/State Travel			1,000
Line Items:			
Town Shr. Lowell Sewer		110,000	
Snow/Ice Control		101,011	
Sewer/Well Proj.		15,000	
Testing of Wells		0	
Purch. of Water		450,000	
Lrg. Wtr. Mtr. Repl.		6,000	
Swr. Coordinator	0		
Wtr./Swr. Billilng		29,000	
Imp. Eq. PFL Park		10,000	
LA/FE Loader		16,135	
Hol./Dec. Acct.		0	
STREET LIGHTING	0	123,410	0
New Employees	0		
Out/State Travel			0
Line Items			0
CEMETERIES	0	1,400	0
New Employees	0		
Out/State Travel			0
Line Items			0
BUS SUBSIDY	0	34,850	0
New Employees	0		
Out/State Travel			0
Line Items			0
HEALTH	78,633	6,700	0
New Employees	0		
Out/State Travel			0
Line Items:			
(Lowell Ment. Hlth.)			9,000
Household Hazard Waste Coll.		20,000	
COMMUNITY ACTION	24,820	1,050	0
New Employees	0		
Out/State Travel			0
Line Items			0
COUNCIL ON ELDERLY	25,671	26,425	0
New Employees	0		
Out/State Travel			0
Line Items:			
(Jan. Serv.)		7,000	
Merr. Val. Homecare			1,600
Ann. Christ. Dinner			6,000
Retired Sr. Vol. Program		1,600	
VETERANS SERVICES	58,296	3,123	0
New Employees	0		
Out/State Travel			0
Line Items:			
(Vet. Aid)		72,500	
EXCEPTIONAL CHILDREN	11,609	11,810	0
New Employees	0		
Out/State Travel			0
Line Items:			0

PATRIOTIC ACTIVITIES			
COMMITTEE	0	15,000	500
New Employees	0		
Out/State Travel			0
Line Items			0
LIBRARY	163,283	51,800	650
New Employees	0		
Out/State Travel			0
Line Items:			
(Automation)			9,950
REREATION	17,122	17,936	500
New Employees	0		
Out/State Travel			0
Line Items:			
(Programs)		19,500	
UNCLASSIFIED			
Maturing Debt		1,510,000	
Int. Maturing Debt		1,660,140	
Int. Temp. Loans		270,100	
Reg. Voc. School		1,568,502	
Occ. Injury Resv.		25,000	
Unempl. Comp.		10,000	
Group Insurance		1,335,313	
Medicare Tax		60,000	
Fire/Liability Ins.		380,000	
	\$20,426,531	\$14,678,926	\$417,337

ARTICLE 4—ANNUAL BUDGET—FISCAL 1990

Total Budget Appropriation	\$35,522,794
Other Available Funds	
Budget Appropriation by Taxation	\$35,522,794

Article	Raise & Appropriate	Transfer	Borrow
4. Annual Budget	\$35,522,794		
5. Reserve Fund	50,000.00		
6. Reduce Tax Levy		\$750,000.00	E&D
11. Continuing Construction	22,500.00	9,470.88	Art.42 1988 ATM
North St. Soccer Fields		1,266.00	Art.31
			9/28/87STM
15. TO Art. 5 May 6, 1987 STM	195,000.00		
For Pleasant St./			
Pillsbury Av. Sewer			
17. Update Water Systems Map		10,000.00	Art.2 7/28/83STM
19. Construction Improvement	40,759.00	\$163,037.00	
Etc. of Primary and/or			
Local Roads			
TOTAL RAISE & APPROPRIATE	\$35,831,053.00		
TRANSFER FROM E&D		\$750,000.00	
TRANSFER FROM OTHER		20,736.88	
TOTAL TRANSFER		\$770,736.88	
TOTAL BORROW			\$163,037.00

APPROPRIATION CERTIFICATE—FISCAL 1990 RECAPITULATION

Tax Levy (Total Raise & Appropriate)	\$35,831,053.00
Reduce Tax Levy (Article 6, Transfer from E&D)	750,000.00
Net Tax Levy	35,081,053.00
From Other Available Funds	20,736.88
From E&D To Redue Tax Levy	750,000.00
Total Appropriation	\$35,851,789.88

ATTEST:
Elizabeth A. Carey, CMC
Town Clerk

ARTICLE 5. To see if the Town will vote to raise and appropriate \$50,000 for a reserve fund, pursuant to the provisions of Chapter 40, Section 6; or take any other action relative thereto.

BOARD OF SELECTMEN/TOWN MANAGER

MOTION: The Finance Committee motioned for Adoption and to Raise and Appropriate \$50,000.

VOTED: Article 5 was Adopted. 10:12 p.m. (5-3-89)

ARTICLE 6. To determine what sum the Town will authorize and direct the Assessors to take from available funds to reduce the tax levy for the current year, or take any other action relative thereto.

BOARD OF SELECTMEN/TOWN MANAGER

MOTION: The Finance Committee motioned for Adoption and to Transfer from E&D, \$750,000, for the purpose of Article 6.

VOTED: Article 6 was Adopted. 8:24 p.m. (5-4-89)

ARTICLE 7. To see what sum the Town will vote to transfer from E&D to the Stabilization Fund under the provisions of Chapter 40, Section 5B of the General Laws; or take any other action relative thereto.

BOARD OF SELECTMEN/TOWN MANAGER

MOTION: The Finance Committee motioned to Withdraw Article 7. The Board of Selectmen concurred.

VOTED: Article 7 was Withdrawn. 9:51 p.m. (5-3-89)

ARTICLE 8. To see if the Town will authorize the Town Manager to institute suits on behalf of the Town or defend any suits that are, or may be brought against the Town, and to sign any contracts or agreements in behalf of the Town; or take any other action relative thereto.

BOARD OF SELECTMEN/TOWN MANAGER

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 8 was Adopted. 10:06 p.m. (5-3-89)

ARTICLE 9. To see if the Town will vote to authorize the Board of Selectmen to sell, after first giving notice of the time and place of sale by posting such notice of sale in some convenient and public place in the Town and advertising for three successive weeks at least fourteen days before the sale, property taken by the town under tax title procedure, provided that the Board of Selectmen or whomever they may authorize to hold such public auction may reject any bid which they deem inadequate, or take any action relative thereto.

BOARD OF SELECTMEN/TOWN MANAGER

MOTION: The Finance Committee motioned to Amend and Adopt, Article 9.

VOTED: The Amendment was Adopted. 9:50 p.m. Article 9 was Adopted, as Amended. 9:50 p.m. (5-3-89)

AMENDMENT: No property shall be sold for less than a minimum of 75% of fair market value. Fair market value, for

the purpose of this Article, is defined as the greater of (a) the assessed value, or (b) the appraised value as certified by a qualified and recognized real estate appraisal firm.

ARTICLE 10. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$20,000.00 to be expended by the Town Manager, after consultation with a municipal building advisory committee, for the purpose of contracting with architectural and engineering consultants to perform a study of space needs of various town departments and school administrative staff and necessary improvements to town buildings to bring them up to the most recent code compliance and energy conservation standards, and recommend possible solutions to existing space needs; and/or prepare schematic drawings for a facility to house town and school departments and/or an addition or new park maintenance and storage facility; or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee deferred to the Town Manager. Town Manager, David Cressman, motioned to Withdraw Article 10.

VOTED: Article 10 was Withdrawn. 8:32 p.m. (5-4-89)

ARTICLE 11. To see if the Town will vote to raise and appropriate from available funds the sum of \$22,500.00 and transfer the sum of \$9470.88 from Article 43 of the 1988 Annual Town Meeting and transfer the sum of \$1266.00 from Article 31 of the September 28, 1987, Special Town Meeting for the purpose of continuing construction of the Soccer Fields facility off North Street; or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned for Adoption and to: Raise & Appropriate \$22,500.00; Transfer \$9,470.88 from Art.42 1988 ATM; Transfer \$1,266.00 from Art.31 9-28-87 STM; and Recommends that the Town Manager expend the funds.

VOTED: Article 11 was Adopted, per the Finance Committee's Recommendations. 8:11 p.m (5-4-89)

ARTICLE 12. To see if the Town will vote to authorize the Board of Selectmen in accordance with General Laws, Chapter 40, Section 8H, to establish a recycling program for the purpose of recycling any type of solid waste, including but not limited to paper, glass, metal, and plastics, for which the Board of Selectmen may establish rules and regulations which may require that all residents, schools, and businesses separate such recyclables from their solid waste, and further, to authorize the Board of Selectmen to enter into agreements for the purpose of establishing a recycling program in accordance with Massachusetts General Laws, Chapter 40, Sections 8H and 4A, where applicable, or act on anything relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 12 was Adopted. 8:45 p.m. (5-4-89)

ARTICLE 13. To see if the Town will vote to authorize the

Board of Selectmen to petition the State Legislature to enact an act amending the act establishing a Selectmen-Town Manager form of government for the Town of Tewksbury (Chapter 275 Acts of 1986 and Chapter 336 Acts of 1987) so as to provide for the creation of a department of public health under the supervision of the Town Manager and all nonelected officials or employees of the Board of Health would become under the supervision of the Town Manager and the elected Board of Health would remain as an elected body responsible for establishing health policy and investigating public health problems, or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned for Indefinite Postponement. The Town Manager motioned for Adoption.

VOTED: Article 13 was Indefinitely Postponed. 8:31 p.m. (5-1-89)

ARTICLE 14. To see if the Town will vote to authorize the Board of Selectmen to petition the State Legislature to amend an act establishing a Selectmen-Town Manager form of government for the Town of Tewksbury, Chapter 275, Acts of 1986 and Chapter 336 Acts of 1987, so as to provide that the Board of Health shall be abolished and there shall be created an appointed Board of Health to act in an advisory capacity on matters relating to public health, or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned for Indefinite Postponement.

VOTED: Article 14 was Indefinitely Postponed. 8:16 p.m. (5-1-89)

ARTICLE 15. To see if the Town will vote to raise and appropriate to Article V of the May 6, 1987, Special Town Meeting the sum of \$240,000 for the construction of sanitary sewer and watermain and their appurtenances on Pleasant Street and Pillsbury Ave. and to add to Article V of the May 6, 1987, Special Town Meeting the words, "and lands," at the end of the third line of said article, or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned for Adoption and to Raise and Appropriate \$195,000.

VOTED: Article 15 was Adopted, per the Finance Committee's Recommendation. 8:03 p.m. (5-4-89)

ARTICLE 16. To see if the Town will vote to authorize the Town Manager to enter into Leasing Programs with the option to purchase equipment for the Fire Department and Public Works Departments. Said contracts shall be subject to annual appropriation or take any other action thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 16 was Adopted 8:47 p.m. (5-4-89)

ARTICLE 17. To see if the Town will vote to transfer from Article 2 (water main-16", Andover-North Street) of the July

28, 1983, special town meeting the sum of \$40,000.00 to be expended by the Town Manager for the purpose of a water rate study and the update of the Town's existing water systems map or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned to Amend and Adopt Article 17.

MOTION: The Finance Committee's Amendment was Adopted. 10:03 p.m. Article 17 was Adopted, as Amended. 10:06 p.m. (5-3-89)

Treasurer/Collector Warren Carey motioned to Reconsider, Article 17 and this motion was Adopted. The Moderator counted over seventy-five (75) voters in Favor of Reconsideration and two (2) voters Opposed to Reconsideration. (2/3's vote: 51.3) 10:07 p.m. (5-3-89)

MOTION: The Finance Committee motioned to Amend and Adopt Article 17.

VOTED: The Finance Committee's Amendment was Adopted 10:08 p.m. Article 17, was Adopted, as Amended. 10:08 p.m. (5-3-89)

AMENDMENT: Delete the figure \$40,000. and substitute the figure \$10,000. At the end of the 3rd line, delete: "a water rate study and".

ARTICLE 18

PROPOSED

To see if the Town will vote to amend the Town By-Laws Article VI, Section 12, as follows:

SECTION 12: Repairs on Private Ways—The Town Manager/Board of Selectmen may cause the repairs to be made on private ways in the town provided that the following conditions are met:

- (A) The type and extent of temporary repairs shall include only the filling of holes or depressions in the subsurface of such ways with sand, gravel or other suitable materials where practical to be the same as or similar to those used for the existing surface of such ways and grading.
- (B) Before permanent repairs are to be made on any private way, the Town Manager/Board of Selectmen will make a determination by vote to see if such repairs will: a) improve public safety, b) be financially cost efficient to the Town, c) enhance the general welfare of the community.
- (C) Such permanent repairs can be made only upon petition by the abutters who own fifty (50%) percent of the linear footage of such total way and one hundred (100%) percent of the abutters adjacent to the affected area on which the work is to be done.
- (D) Betterment charges shall not be assessed.
- (E) The Town, its officers, agents and employees in making of repairs under this section shall not be liable on account of any damage caused by such repairs. Said repairs shall not be undertaken unless the Town Manager has

in his possession agreements executed by all abutting owners of the affected area to release and save the town, its officers, agents and employees, harmless on account of any damage whatever caused by such repairs. Such agreements to release and save harmless shall be recorded in the Registry of Deeds and shall be deemed to be covenants running with the land and shall be binding upon all subsequent owners thereof.

(F) Said private way shall have been opened to public use for six years or more, and in such cases Section Twenty-Five (25) of Chapter Eighty-Four (84) of the Massachusetts General Laws shall not apply.

(G) No cash deposit shall be required for said repairs. or take any other action relative thereto.

PRESENT

SECTION 12: Temporary Minor Repairs on Private Ways—The Board of Public Works may cause the temporary minor repairs to be made on private ways in the Town provided that the following conditions are met:

(A) The type and extent of said temporary minor repairs shall include only the filling of holes or depressions in the subsurface of such ways with sand, gravel or other suitable materials where practical to be the same as or similar to those used for the existing surface of such ways and grading, but shall not include surfacing or permanent construction of said ways. The scope of the work which can be performed will be no greater than that which has been done on the way previously. There will be no change in the character of the way and no permanent expansion or improvement therein.

(B) A determination is made by vote of the Board of Public Works that public necessity requires said repairs.

(C) Such repairs can be made only upon petition by the abutters who own fifty (50%) percent of the linear footage of such total way and one hundred (100%) percent of the abutters adjacent to the affected area on which the work is to be done.

(D) Betterment charges shall not be assessed.

(E) The town, its officers, agents and employees, in making of repairs under this section shall not be liable on account of any damage caused by such repairs. Said repairs shall not be undertaken unless the board has in its possession agreements executed by all abutting owners of the affected area to release and save the town, its officers, agents and employees, harmless on account of any damage whatever caused by such repairs. Such agreements to release and save harmless shall be recorded in the Registry of Deeds and shall be deemed to be covenants running with the land and shall be binding upon all subsequent owners thereof.

(F) Said private way shall have been opened to public use for six years or more, and in such cases Section Twenty-Five (25) of Chapter Eighty-Four (84) of the Massachusetts General Laws shall not apply.

TOWN MANAGER

MOTIONS: The Finance Committee motioned for Indefinite Postponement. Town Manager, David Cressman, motioned for Adoption.

VOTED: The Finance Committee's motion for Indefinite Postponement Failed. 9:01 p.m. (5-4-89) Town Manager's motion for Adoption was Adopted. Majority vote. 9:01 p.m. (5-4-89)

ARTICLE 19. To see if the Town will vote to raise and appropriate or transfer from available funds, or borrow the sum of \$203,796.25 to be expended by the Town Manager for the purpose of construction, reconstruction, improvement and repair of primary and/or local roads and to determine how any such sum shall be raised, whether by taxation, by transfer, from available funds, by borrowing or otherwise, and if by borrowing to authorize the Treasurer with the approval of the Town Manager to borrow not exceeding the sum of \$203,796.25 under the pursuant to Chapter 44, Section 765), of the General Laws as amended and supplemented, or any other enabling authority and to issue bonds and notes of the Town therefore, and the Town Manager is authorized to apply for, accept and expend any state aid or reimbursement that may be available for the foregoing purposes, said monies borrowed will be 75% reimbursed for local roads and 100% for primary roads by the Commonwealth of Massachusetts under various statutes, provided that the borrowing hereafter authorized shall be reduced by the amount of such reimbursement agreed to by the Commonwealth and that the Treasurer with the approval of the Town Manager is authorized to borrow such sums as may be necessary in anticipation of such reimbursement pursuant to Chapter 44, Section 6A, of the General Laws or take any action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned to Adopt and to:

<i>Raise and Appropriate</i>	\$40,759.00
<i>and Borrow</i>	163,037.00

VOTED: Article 19 was Adopted by a unanimous vote. The Moderator counted over 51 voters standing in favor of Adoption and 0 voters Opposed to Adoption. 8:34 p.m. (5-4-89)

ARTICLE 20. To see if the Town will vote to amend the Personnel By Law, Section III, Paragraph (e-1), by creating the following full time positions and salary scales, effective July 1, 1989:

ASSISTANT BUILDING COMMISSIONER

I	II	III	IV	V	VI
\$28,255	\$29,668	\$31,151	\$33,019	\$35,002	\$37,102

LOCAL BUILDING INSPECTOR

I	II	III	IV	V	VI
\$25,628	\$26,910	\$28,255	\$29,668	\$31,151	\$33,019

or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned for Adoption. Mr. Thomas Camara motioned for Indefinite Postponement.

VOTED: Mr. Camara's motion for Indefinite Postponement Failed. Secret Ballot: 44 YES, 137 NO 10:45 p.m. (5-3-89)

The Finance Committee's motion for Adoption was Adopted. Secret Ballot: 138 YES, 22 NO 10:53 p.m. (5-3-89)

Article 20 was Adopted.

ARTICLE 21. To see if the Town will vote to amend Article 3 of the May 4, 1988 Special Town Meeting to authorize the Town Manager to additionally use the funds in the established account towards the expenses for the design and reconstruction of Route 38 from Interstate 495 to Kennedy Road whereby funds from the Commonwealth of Massachusetts and private individuals, corporations, and other organizations shall be deposited in said account or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 21 was Adopted 9:16 p.m. (5-4-89)

ARTICLE 22. To see if the Town will vote to authorize the Board of Selectmen to sell at public auction the premises situated at 397 Rogers Street, Tewksbury, for an amount not less than the Assessor's assessment of said property, or take any other action relative thereto.

TOWN MANAGER

MOTION: Town Manager, David Cressman motioned to Withdraw Article 22.

VOTED: Article 22 was Withdrawn 8:46 p.m. (5-4-89)

ARTICLE 23. To see if the Town will vote to accept the Wamesit Indian Statue as a gift from the Committee from Interested Citizens, Inc., or to take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 23 was Adopted. 9:22 p.m. (5-1-89)

ARTICLE 24. To see if the Town will vote to make a one time payment of \$3000.00 to the Tewksbury Cemetery Corp. for the purpose of perpetual care and upkeep of the Veterans' lots, town lots and tomb which are owned by the Town of Tewksbury and located in Tewksbury Cemetery, or take any other action relative thereto.

TOWN MANAGER

MOTION: Town Manager, David Cressman, motioned to Withdraw Article 24.

VOTED: Article 24 was Withdrawn. 10:01 p.m. (5-3-89)

ARTICLE 25

PROPOSED

To see if the Town will vote to amend the Personnel By Laws, Section II, Personnel Policy, by making the following changes and additions to the paragraphs indicated:

- (J) Salary increases for employees under the Personnel By-Law Wage Schedule shall not be paid by the Town Treasurer until employee step increases are approved by the Town Manager and the Board is notified.

- (K) The Town Manager may develop, implement and from time to time amend a program for the formal evaluation of Personnel By-Law employees. Each employee who is so evaluated will be provided with a copy of the completed evaluation form, will have the opportunity to discuss the same with the evaluator, and will be required to sign the same to acknowledge receipt. An employee who is in disagreement with any observation or conclusion reflected in the evaluation forms may attach hereto a statement. Evaluation forms may be given such weight as is deemed appropriate by the Town Manager in connection with assignment, promotion, demotion, step increase or any other personnel action.

PRESENT

- (J) Salary increases for employees under the Personnel By-Law Wage Schedule shall not be paid by the Town Treasurer until employee step increases are approved by the Board.

TOWN MANAGER

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 25 was Adopted. 9:16 p.m. (5-4-89)

ARTICLE 26. To see if the Town will vote to amend the Personnel By Law, Section III, Wage Schedule, as follows:

By creating the following full time permanent positions and salary scale:

SANITARIAN					
I	II	III	IV	V	VI
\$21,020	\$22,282	\$23,621	\$25,038	\$26,542	\$28,135

by deleting the position, Traffic Supervisor, or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned for Indefinite Postponement. The Town Manager motioned to Amend and Adopt.

VOTED: The Town Manager's Amendment was Adopted. 9:03 p.m. (5-1-89) The Finance Committee's motion for Indefinite Postponement was Adopted 9:04 p.m. (5-1-89) Article 26 was Indefinitely Postponed.

ARTICLE 27. To see if the Town will vote to amend the Personnel By Law, Section IV, Fringe Benefits by making the following changes and additions to paragraphs indicated:

PROPOSED:

Replace Paragraph F with the following:

- (F) Terminal Leave: Any full-time regular permanent employee of the Town at retirement, or in the event of death of such town employee, his or her estate, shall be allowed a portion of the accumulated Sick Leave as Terminal Leave. Terminal Leave allowance shall be computed as follows: Forty (40) percent of unused accumulated Sick Leave to be paid at retirement or to the estate, at the rate of the Employee's then basic rate of pay. The foregoing to be retroactive to January 1, 1973 and for employees hired before January 1, 1989.

(F)2 For employees of the Fire and Police Departments terminal leave shall be calculated at forty (40) percent of the unused accumulated sick leave to be paid at retirement, or to the estate, at the rate of the employee's then basic rate of pay. However, if said employee's schedule of work is different from a majority of the members of the fire or police department the schedule used by a majority of members of the respective said department shall be the determining factor.

(F)3 Any new employee of the Town hired by the Town after January 1, 1989 including members of the Police and Fire Departments shall have his/her terminal leave capped at 40 percent of 135 days unused accumulated sick leave to be paid at the time of retirement at the rate of the retiree's basic weekly pay unless the employee is a member of the Fire or Police Departments where the rate of the basic weekly pay will be determined by the schedule of the majority of the members of said respective department which shall be the determining factor.

(K) Insurance:
Add to Paragraph K the following:

Effective July 1, 1989, said insurance benefits and costs will be governed by what is negotiated between the Town and the Insurance Advisory Committee provided said negotiated agreement is approved by the Board of Selectmen, School Committee, and the various unions and funded by the Town.

(L) Longevity:
Add to Paragraph L the following:

Effective January 1, 1989, any new employee hired by the Town will earn \$500 in longevity pay to be added to the base pay in effect as shown in Section III, the Classification and Wage Schedule for every five year increment of continuous service as a full-time permanent employee of the Town. The maximum longevity pay will be \$2500 per year after the completion of twenty five (25) years of continuous service.

PRESENT

(F) Terminal Leave: Any full time regular permanent employee of the Town at retirement, or in the event of death of such town employee, his or her estate, shall be allowed a portion of the accumulated Sick Leave as Terminal Leave. Terminal Leave allowance shall be computed as follows: Forty (40) percent of unused accumulated Sick Leave to be paid at retirement or to the estate, at the rate of the Employee's then basic rate of pay. The foregoing to be retroactive to January 1, 1973.

(K) Insurance:
(1) Hospital and sickness plan—Plan under Chapter 32B adopted by the townspeople by vote at town meeting March 5, 1960, to be paid one-half by employee.

(2) One half hospitalization insurance to continue to be paid by the town for the widow of an employee losing his life in the line of duty. In the event however, should the widow remarry, then the said Town shall cease to pay hospitalization insurance.

(L) LONGEVITY:

(1) Longevity increment shall be granted to each full time employee at the completion of five years full-time continuous employment for the Town of Tewksbury.

(2) The increment shall be 3% of the base pay in effect at the completion of five years of full-time employment; 6% of the base pay in effect at the completion of ten years of full-time employment 9% of the base pay in effect at the completion of 15 years of full time employment; 12% of the base pay in effect at the completion of twenty-years of full-time employment; 15% of the base pay in effect at the completion of twenty-five years of full-time employment. The maximum increment shall be received at the completion of twenty-five years of employment.

(3) The Longevity increment shall in no way be considered as part of the rate for Civil Service purposes.

(4) The Longevity increment shall be included for all applicable purposes in determining any and all rights under the Middlesex County Retirement Fund.

(5) The effective date of the Longevity plan shall be April 1, 1968.

TOWN MANAGER

MOTION: The Finance Committee motioned for Adoption. The Town Manager concurred and motioned to Amend Article 27.

VOTED: The Town Manager's Amendment was Adopted. 9:09 p.m. (5-4-89) Article 27 was Adopted, as Amended. 9:09 p.m. (5-4-89)

AMENDMENT:

(F)1 Add the word, "non-union," before the word, "employee" on line 1.

(F)2 Add the word, "non-union," before the word "employees" on line 1 and add the word, "work," before the word, "schedule" on line 6.

(F)3 Add the words, "who is a non-union employee or becomes a non-union employee," after "1989" on line 1 and add the word, "work," before the word, "schedule" on line 7.

(K) Add the words, "for non-union employees," after the word, "costs," on line 1.

(L) Strike the words, "Effective January 1, 1989," on line 1 and add the words, "after January 1, 1989 who is a non-union employee or becomes a non-union employee" after the word, "Town," on line 1.

ARTICLE 28. To see if the town will vote to amend the zoning by-laws by adding the following to Section 7 Accessory Uses.

7.8 The outdoor display and/or storage of goods and merchandise for sale is permitted only when such display and/or storage is wholly incidental and secondary to the primary use conducted within the permanent structure on the lot. No such

display and/or storage may occur in delineated parking spaces, traffic lanes, crosswalks, sidewalks, front yards, or public ways. No additional signs are permitted. Or take any action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned for Adoption. The Town Manager motioned to Withdraw Article 28.

VOTED: Article 28 was Withdrawn. 10:00 P.M. (5-3-89)

ARTICLE 29. To see if the town will vote to convey to the Conservation Commission a certain parcel of land located on the easterly side of Foster Street in the Town of Tewksbury, Middlesex County, Massachusetts, bounded and described as follows:

Beginning at a point on the north corner of land Domiano and Carmela Rapuano; thence

East a distance of 725 feet, more or less, by land belonging to Domiano and Carmela Rapuano, Frederick Cordiero, James and Barbara Duffy, Charles and Lenora Doherty, Harry and Leta Haddock, Thomas Dentremon and Richard and Janet Dolata to a point; thence

Northwest a distance of 470 feet, more or less, by land belonging to James and Marjorie O'Keefe and Bruce and Mary MacDonald to a point; thence.

Southwest a distance of 100 feet, more or less, along Colonial Drive and land belonging to the Town of Tewksbury to a point; thence

Southeast a distance of 330 feet, more or less, through land belonging to the Town of Tewksbury to a point; thence

West a distance of 550 feet, more or less, through land belonging to the Town of Tewksbury to a point; thence

South along Foster Street a distance of 100 feet, more or less, to the point of beginning.

Containing one hundred and ten thousand (110,000) square feet, more or less.

BOARD OF SELECTMEN

MOTION: The Board of Selectmen motioned for Adoption.

VOTED: Article 29 was Adopted. 8:04 P.M. (5-4-89)

ARTICLE 30. To see if the town will vote to amend the town by laws by adding to Article VI STREETS, a new Section 20:

Section 20.

When an organization or company plans to conduct road-work, the following policy shall be adhered to:

I: PROCEDURAL GUIDELINES

- A) The Police Department shall receive notice of request for a detail at least 24 hours prior to the start of the proposed work (emergencies excluded).

- B) The Officer in Charge at the time the request for a detail is received, shall, as soon as possible, seek an Officer for that detail.

II: WORK REQUIRING A POLICE OFFICER

A Police Officer shall be hired for the following work, whether by private organization or public agency:

- A) Any street opening which directly affects or impedes vehicular traffic on a public way listed in Section III.
- B) Any work in or adjacent to a public way listed in Section III which directly affects or impedes vehicular traffic.

III. MANDATORY DETAILS ON PUBLIC WAYS

A Police Officer shall be hired for any work (as specified in Section II above) on the following public ways:

Andover St.	Maple St.
Astle St.	Marshall St.
Bailey Rd.	Marston St.
Ballard Rd.	McLaren Rd.
Beech St.	Navillus Rd.
Bridge St.	North St.
Carter St.	No. Billerica Rd.
Chandler St.	Park Ave.
Chapman Rd.	Patton Rd.
Clark Rd.	Pike St.
Colonial Dr.	Pine St.
Common St.	Pinnacle St.
Country Club Dr.	Pleasant St.
County Rd.	Pond St.
East St.	Pringle St.
Fiske St.	River Rd.
Foster Street	Robinson Ave.
French St.	Rogers St.
Helvetia St.	Salem Rd.
Hill Street	Shawsheen St.
Hood St.	South St.
James St.	Summer St.
Kendall Rd.	Trull Rd.
Lake St.	Vale St.
Lee St.	Victor Dr.
Livingston St.	Water St.
Lowe St.	Whipple Rd.
Lowell St.	Whittemore St.
Main St.	Woburn St.

IV: NIGHT DETAILS ON PUBLIC WAYS

A Police Officer shall be hired for any work specified in Section II on all public ways between dusk and dawn.

V: OPTIONAL DETAILS

Where any work of the kind specified in Section II creates a hazard to the public safety on any public way not listed in Section III, the Police Chief, Deputy Police Chief, Officer in Charge or his designee shall determine if a detail is necessary.

VI: WORKING CONDITION

No work is to commence until such time as the detail

officer is present or a cruiser is temporarily assigned to that location and is present and authorizes the work to begin.

VII: VIOLATIONS

First Offense: WARNING

Second Offense: \$100.00 FINE

Third or subsequent Offense: \$300.00 FINE

The Town Manager/Board of Selectmen reserve the right to suspend, revoke, or refuse to issue a permit to open a public way in Tewksbury for the purpose of performing construction work for just cause.

POLICE CHIEF

MOTION: The Finance Committee motioned to Adopt. Police Chief John Mackey motioned to Amend, with two (2) Amendments, and Adopt.

VOTED: Chief Mackey's First Amendment to Section II, C, was Adopted. 9:58 P.M. (5-3-89) Chief Mackey's Second Amendment to Section VII, and the New Section VIII, was Adopted. 9:59 P.M. (5-3-89) Article 30 was Adopted, as Amended. 10:00 P.M. (5-3-89) Majority vote.

SECTION II C) Any work in or adjacent to a public way listed in Section III, shall not be required to have a Detail Officer if, based upon, but not limited to the following considerations, the Chief of Police or his designee determine it is not necessary.

1. **DURATION** The amount of time spent working in one area does not exceed 15 minutes.

2. **LOCATION** The work area does not extend beyond one-third of the travelled portion of the lane.

3. **HAZARD** The work being performed does not constitute a safety hazard and proper precautions are taken to insure the safety of the public and the workers.

2ND AMENDMENT: Replace Section VII, Violations, with a NEW Section VII, IMMEDIATE HAZARDS, and make VIOLATIONS, Section VIII.

VII: IMMEDIATE HAZARDS

When a hazard to public safety exists on or adjacent to any public way the Police Chief, Deputy Police Chief, Officer in Charge or his designee shall assign a Detail Officer(S) to that location until such time as the responsible parties are contacted and the condition rectified.

VIII: VIOLATIONS

First Offense: WARNING

Second Offense: \$100.00 FINE

Third or Subsequent Offense: \$300.00 FINE

ARTICLE 31. To see if the town will vote to raise and appropriate or transfer from available funds the sum of \$50,000.00 for the purpose of installing approximately 850' of 8" water main from Carver Street-Dalton Street-Saville St.

and install a water meter box on the Billerica side of Saville St., or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned for Indefinite Postponement. Selectman Coppola motioned to Adopt and Raise and Appropriate \$50,000.

VOTED: The Finance Committee's motion for Indefinite Postponement was Adopted. 8:13 P.M. (5-1-89)

ARTICLE 32. To see if the town will vote to accept from Raytheon Corporation, the gift of hydraulic rescue and extrication tools. Such tools to be used, housed, and maintained by the Tewksbury Fire Department.

FIRE CHIEF

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 32 was Adopted. 8:45 P.M. (5-4-89)

ARTICLE 33. To see if the town will vote to amend the Personnel By-Law, Section III, Paragraph (e-1), by creating the following part time position and salary scale:

RESERVE DISPATCHER

I	II	III	IV	V	VI
7.34	8.07	8.89	9.79	10.78	11.87

or take any other action relative thereto.

PERSONNEL BOARD

MOTION: The Finance Committee motioned to Adopt.

VOTED: Article 33 was Adopted. Secret Ballot: 121 YES, 16 NO 8:31 P.M. (5-4-89)

ARTICLE 34. To see if the town will vote to accept Massachusetts General Laws, Chapter 59, Section 5, Clause 17D, (Chapter 73 of Acts of 1986) an act further regulating real estate exemptions.

BOARD OF ASSESSORS

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 34 was Adopted. Secret Ballot: 206 YES, 20 NO 8:45 P.M. (5-1-89)

Assessor Barbara Flanagan requested that Article 35 be acted on after Article 34 as they are related and in sequence.

ARTICLE 35. To see if the town will vote to accept Massachusetts General Laws, Chapter 59, Section 5, Clause 41C, (Chapter 73 of Acts of 1986) an act further regulating real estate tax exemptions.

BOARD OF ASSESSORS

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 35 was Adopted. Secret Ballot: 185 YES, 7 NO 8:56 P.M. (5-1-89)

ARTICLE 36. To see if the town will vote to accept a \$48,352.00 Equal Education Opportunity Grant for FY90 for the Shawsheen Valley Regional Vocational Technical High School District or take any other action relating thereto.

SHAWSHEEN VALLEY REGIONAL
SCHOOL COMMITTEE

MOTION: The Finance Committee motioned to Adopt and Accept a \$48,352.00 Equal Education Opportunity Grant.

VOTED: Article 36 was Adopted. 9:21 P.M. (5-1-89)

ARTICLE 37. To see if the town will vote to authorize the Treasurer to enter into compensating balance agreements for fiscal 1990 pursuant to Chapter 44, Section 53F of the Massachusetts General Laws, or take any other action relative thereto.

TREASURER/COLLECTOR

MOTION: The Finance Committee motioned to Adopt.

VOTED: Article 37 was Adopted. 8:25 P.M. (5-4-89)

ARTICLE 38. To see if the town will vote to authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 1989, in accordance with the provisions of the Massachusetts General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within one year, and to renew any note or notes as may be given for a period of less than one year in accordance with the Massachusetts General Laws, Chapter 44, Section 17.

TREASURER/COLLECTOR

MOTION: The Finance Committee motioned to Adopt.

VOTED: Article 38 was Adopted. 10:12 P.M. (5-3-89)

ARTICLE 39. To see if the Town will vote to accept Massachusetts General Laws Section 57 of Chapter 40, which will allow the Town to, by by-law or ordinance, deny any application for, or revoke or suspend any local license or permit including renewals and transfers issued for any person, Corporation or business enterprise who has neglected or refused to pay any local Taxes, Fees, Assessments, or any other Municipal Charges.

TREASURER/COLLECTOR

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 39 was Adopted. Secret Ballot: 138 YES, 35 NO 10:20 P.M. (5-3-89)

ARTICLE 40. To see if the Town will vote to amend the Tewksbury Zoning By-Laws, Section 4.6.F, Automotive Service (2), paragraph 1. Gasoline Service Stations (2) by adding after "(2)" the following "and (10)," and by amending the "Notes for Use Regulation Schedule" by adding the following:

(10) "No owner or operator of a gasoline filling station shall allow the pumping of motor fuel for retail sale without an attendant employed by the station present to hold the gas nozzle while motor fuel is being pumped into the tank of the vehicle.

"A gasoline filling station may have self-service islands if and where, by this by-law, provided, however, that the gasoline filling station provides identical facilities by type and number for service by an attendant on a so-called 'full' or 'mini-service island'."

Or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned for Indefinite Postponement. The Board of Selectmen motioned for Adoption. Selectman Louis Carciofi motioned to Amend.

VOTED: Selectman Carciofi's Amendment Failed. 9:47 P.M. (5-3-89) Finance Committee's motion for Indefinite Postponement was Adopted. 9:48 P.M. (5-3-89) Article 40 was Indefinitely Postponed.

MOTION: Planning Board member George Donovan motioned to Reconsider Article 40.

VOTED: The Moderator counted 0 voters in Favor of Reconsideration and over 125 voters standing Opposed to Reconsideration. 9:48 P.M. (5-3-89) Reconsideration Failed.

ARTICLE 41. To see if the Town will vote to amend the Zoning By-Law as follows, or take any other action thereto:

4.11.1 Applicability: No business, industrial or institutional building shall hereafter be erected or externally enlarged, and no business, industrial or institutional use shall hereafter be expanded in ground area of 1,000 square feet or more unless in conformity with a Site Plan Special Permit approved by the Planning Board or if less than 1,000 square feet, deemed a significant change by the Building Inspector.

PLANNING BOARD

MOTION: Planning Board Chairman, Robert Sullivan, motioned for Adoption. Mr. Paul Fansel motioned for Indefinite Postponement.

VOTED: Article 41 was Indefinitely Postponed. 143 YES, 101 NO 9:17 P.M. (5-1-89)

MOTION: Mr. Fansel motioned to Reconsider, Article 41, "in hopes it doesn't prevail."

VOTED: Reconsideration Failed. The Moderator counted one (1) voter in Favor of Reconsideration and at least seventy-five (75) voters Opposed to Reconsideration. 9:20 P.M. (5-1-89)

ARTICLE 42. To see if the Town will vote to amend the Tewksbury Zoning By-Laws, Section 2, Definitions, as follows:

DELETE: FRONTAGE: The straight line distance between the points of intersection of the side lot lines and facing edges of the street right of way.

ADD: FRONTAGE: That portion of a lot fronting upon and providing rights of access to a street, to be measured continuously along a single street.

Or take any other action relative thereto.

PLANNING BOARD

MOTION: The Planning Board motioned for Adoption. Mr. Paul Fansel motioned for Indefinite Postponement.

VOTED: Mr. Fansel's motion for Indefinite Postponement Failed. 10:11 P.M. (5-1-89) Four (4) voters requested a standing count. The Moderator denied their request. The Planning Board's motion was Adopted. The Moderator counted at least sixty (60) voters standing in Favor of Adoption and twelve (12) voters Opposed to Adoption. 10:14 P.M. (5-1-89) (2/3's vote—48) Article 42 was Adopted.

ARTICLE 43. To see if the Town will vote to amend the Tewksbury Zoning By-Laws, Section 8, Non-Conforming Uses, as follows:

NEW SECTION 8.5: Any structure or lot, in or on which a nonconforming use is abandoned or superseded by a permitted use, shall thereafter conform to the regulations for the district and the nonconforming use or structure, other than a single family dwelling, not used for a period of two years shall be deemed abandoned and shall not again be revived or such structure used, except in conformity with all the applicable provisions of this by-law or any amendments thereto.

Or take any other action relative thereto.

PLANNING BOARD

MOTION: The Planning Board motioned to Withdraw Article 43.

VOTED: Article 43 was Withdrawn. 9:17 P.M. (5-4-89)

ARTICLE 44. To see whether the Town will vote to rezone the following described parcel to Multiple Family District (Section 3.8, Tewksbury Zoning By-Laws). The parcel is now zoned Heavy Industry (Section 3.3, Tewksbury Zoning By-Laws) and General Residence and Farming (Section 3.1, Tewksbury Zoning By-Laws). The parcel is shown on Tewksbury Assessors Map 63 as Lot 50.

LEGAL DESCRIPTION OF PROPERTY TO BE REZONED TO MULTIPLE FAMILY DWELLING

Beginning at a point on the westerly side of North Street at the intersection with northerly line of land of the Boston and Maine Corporation, thence:

N 67 24' 56" W, along said Boston and Maine Corporation land a distance of 1040.00 feet to a point thence;

N 10 02' 28" W, along land of New England Power Company a distance of 596.61 feet thence;

S 72 04' 45" E a distance of 430.46 to a point thence;

N 65 11' 13" W a distance of 502.50 to a point thence;

N 30 40' 56" W a distance 389.42 feet to a point. The last three courses being along land of New England Power Company thence;

N 61 35' 28" E, along land of NEW ENGLAND POWER

CO. a distance of 1082.74 to a drill hole in the corner of a stone wall, thence;

S 13 00' 02" E, along a stone wall a distance of 65.54 feet to an iron pipe, thence;

S 12 23' 47" E, along said stone wall, a distance of 216.25, to a point thence;

S 10 52' 02" E, along said stone wall, a distance of 202.10 feet to an iron pipe, the last three courses are along land of now or formerly Elinor Nawossa, thence;

S 24 19' 58" E, along said Nawossa land and land of now or formerly Daniel A. Small, a distance of 601.90 feet, to a point thence;

S 75 17' 45" E, along land of now or formerly Philip Cogan, a distance of 210.97 feet to a point thence;

S 17 55' 16" W, along land of now or formerly Walter Cogan, a distance of 129.26 feet to a point thence;

N 72 04' 45" W, along land of Domenic Germano, et al, a distance of 167.00 feet to a point thence;

PLANNING BOARD

MOTION: The Planning Board motioned for Adoption.

VOTED: The Moderator counted at least seventy-six (76) voters standing in Favor of Adoption and zero (0) voters standing Opposed to Adoption. Article 44 was Adopted by a unanimous vote. 9:06 P.M. (5-4-89)

ARTICLE 45. To see if the Town will vote to approve Phase I of the Tewksbury Zoning By-Laws by adding the following to Section 2 Definitions.

1. General Residence: (GR)

A. R10—10,000 square foot lots (1/4 acre), available only with sewerage.

B. R20—20,000 square foot lots (1/2 acre), available only with sewerage.

C. R40—43,560 square foot lots (1 acre).

D. R80—87,120 square foot lots (2 acres).

2. Farming: (FA)

Cultivating and harvesting general crops including the storage of necessary farm equipment on parcels of less than five (5) acres and raising of livestock if on parcels of more than five (5) acres.

3. Commercial: (COM)

Minimum lot size shall be one (1) acre. Two hundred ninety one feet each side of Main Street from the Wilmington line to the Lowell line where frontage is on Main Street.

4. Transitional: (TR)

Minimum lot size shall be 43,560 square feet (1 acre). The purpose of this zone is to act as a buffer between residential zones and zones of higher intensity use. Also, to preserve the historic nature of all buildings within the zone and to main-

tain a residential appearance where possible.

5. Parks/Conservation: (P/C)

Minimum lot size shall be two (2) acres. This zone will establish land areas for recreational and conservation uses.

6. Institutional: (INS)

Minimum lot size shall be five (5) acres. This zone will establish land areas where land will be used for institutional purposes only.

7. Municipal: (MN)

Minimum lot size shall be one (1) acre. Use of land by the Town of Tewksbury.

MASTER ZONING COMMITTEE

MOTIONS: The Finance Committee made no recommendation and deferred to the Master Zoning Committee. Mr. Joseph Brown motioned for Indefinite Postponement. Assessor Barbara Flanagan motioned to Amend. Mr. Roger Crochetiere motioned to Amend. Mrs. Lee Toth motioned to Amend. Mr. Walter Maciel motioned to Amend. Selectman Louis Carciofi motioned to Adopt, as Amended.

VOTED: Mr. Brown Withdrew his motion for Indefinite Postponement. Assessor Flanagan's Amendment Failed. Assessor Flanagan's Amendment Failed. 9:54 P.M. Mr. Crochetiere's Amendment Failed. 89 YES, 144 NO 9:58 P.M. Mrs. Toth's Amendment was Adopted. 124 YES, 15 NO 10:02 P.M. Mr. Maciel's Amendment Failed. 10:04 P.M. Selectman Carciofi's motion to Adopt, as Amended, was Adopted. 221 YES, 18 NO 10:08 P.M. (2/3's vote—159.3) Article 45 was Adopted, as Amended. (5-1-89)

AMENDMENT:

1. General Residence: (GR)

- A. R10—add "municipal" before sewerage
- B. R20—add "municipal" before sewerage

5. Parks/"Conservation:" (P/C)

delete Conservation
recreational and "conservation" uses

ARTICLE 46. To see if the Town will vote to raise and appropriate a sum of money, to be expended by the School Committee, for expanding the parking area at Tewksbury Memorial High School or take any action relative thereto.

TEWKSBUURY SCHOOL COMMITTEE

MOTION: The Finance Committee motioned for Indefinite Postponement. The School Committee motioned to Adopt and Raise and Appropriate \$35,000.

VOTED: Article 46 was Indefinitely Postponed. 8:43 P.M. (5-4-89)

ARTICLE 47. To see if the Town will vote to raise and appropriate \$24,042. to be expended by the School Committee to replace/repair equipment and supplies and to repair building damage caused by vandalism at the Junior High School or take any action relative thereto.

TEWKSBUURY SCHOOL COMMITTEE

MOTION: The Finance Committee motioned to Withdraw Article 47.

VOTED: Article 47 was Withdrawn. 10:54 P.M. (5-3-89)

ARTICLE 48. To see if the Town will vote that the Division of Civil Service be directed to permit, Edmund J. Lascelles, Jr., of 1 Arnold Road, Tewksbury, MA. 01876, to take an examination for the position of Police Officer, notwithstanding that my age, exceeds the maximum age requirement of certification and appointment to said position in the Town of Tewksbury, and further, if necessary to authorize the Board of Selectmen to petition the General Court to enact a, Special Act permitting myself, Edmund J. Lascelles, Jr. to take the examination for the position of Police Officer, notwithstanding that my age exceeds the maximum requirement, for certification and appointment to said position, or take any action relative thereto.

**EDMUND J. LASCELLES, JR.
AND OTHERS**

MOTIONS: Mr. Joseph Brown motioned for Indefinite Postponement. Mr. Edmund Lascelles, Jr. motioned for Adoption.

VOTED: Mr. Brown's motion was Defeated. 10:10 P.M. (5-3-89) Mr. Lascelles, Jr.'s. motion was Adopted. 10:10 P.M. (5-3-89) Article 48 was Adopted.

ARTICLE 49. To see if the Town will vote that the Division of Civil Service be directed to permit, Edmund J. Lascelles, Jr., of 1 Arnold Road, Tewksbury, MA. 01876, to take an examination for the position of Fire Fighter, notwithstanding that my age, exceeds the maximum age requirement of certification and appoint to said position in the Town of Tewksbury, and further, if necessary, to authorize the Board of Selectmen to petition the General Court to enact a, Special Act permitting myself, Edmund J. Lascelles, Jr. to take the examination for the position of Fire Fighter, notwithstanding that my age exceeds the maximum requirement, for certification and appointment to said position, or take any other action relative thereto.

**EDMUND J. LASCELLES, JR.
AND OTHERS**

MOTION: Mr. Joseph Brown motioned for Indefinite Postponement. Selectman Jay Kelley motioned for Adoption.

VOTED: Mr. Brown's motion was Defeated. 10:11 P.M. (5-3-89) Selectman Kelley's motion was Adopted. 10:11 P.M. (5-3-89) Article 49 was Adopted.

ARTICLE 50. To see if the Town will vote to re-zone the following described parcel from General Residence and Farming (Section 3.1 Tewksbury Zoning By-Laws) to Light Industry (Section 3.2 Tewksbury Zoning By-Laws). The parcel is zoned from Main Street, Northwesterly 291 feet back light industry, 291 feet Northwesterly back to end, 255 feet, total 546.55 feet. The parcel is shown on Tewksbury Assessors Map 96 Lot 49.

Re-zone
Northwesterly 291 feet to 546.55 feet
Northeasterly 291 feet to 170 feet
Southerly 291 feet to 300 feet
Total 21,250 sq. feet.

LEGAL DESCRIPTION OF PROPERTY TO
BE RE-ZONED TO LIGHT INDUSTRY

RE: 2195 Main Street, Tewksbury, Massachusetts

For description of above referenced property, see Exhibit A below:

EXHIBIT A

PARCEL 1:

The land in Tewksbury, Middlesex County, Massachusetts and bounded and described as follows:

NORTHEASTERLY by Main Street as shown on a plan herein mentioned, 200.00 feet;

NORTHWESTERLY by land of Armando DeCarolis as shown on said plan; 546.55 feet;

SOUTHERLY by land of Robert L. O'Brien as shown on said plan, 574.45 feet;

NORTHEASTERLY again by land of said O'Brien as shown on said plan, 160.00 feet;

SOUTHERLY again by land of said O'Brien as shown on said plan, 80.00 feet;

Containing 87,690 square feet, more or less, according to said plan.

Being shown as Lot B6 on plan entitled, "Plan of Land in Tewksbury, Massachusetts, surveyed for Armando DeCarolis dated December 29, 1964, recorded in Middlesex North District Registry of Deeds, Book of Plans 101, Plan 174A.

PARCEL II:

The land in said Tewksbury situated on the southwesterly side of Main Street beginning at a point of the southwesterly side of Main Street, six hundred twelve and 63/100 (612.63) feet northwesterly from the intersection of Nichols Street and Main Street, thence

SOUTHEASTERLY by land now or formerly of the Trustees of Haffner Realty Trust, sixty-six and 81/100 (66.81) feet;

SOUTHWESTERLY by land now or formerly of Armando DeCarolis, eighty-four and 01/100 (84.01) feet;

NORTHERLY by land now or formerly of said DeCarolis, eighty and 00/100 (80.00) feet;

NORTHEASTERLY by Main Street, forty and 00/100 (40.00) feet;

Being a portion of the premises conveyed to Kevin C. Sullivan, Trustee of Sullivan Realty Trust, by instrument dated September 8, 1966, and duly recorded in Middlesex North District Registry of Deeds in Book 1767, Page 92.

And being Lot 1 on a plan of land in Tewksbury, Massachusetts, owned by Sullivan Realty Trust. Scale 1"=50', dated April 4, 1975, William G. Troy and Associates, 12 Euclid Road, Tewksbury, Massachusetts, recorded in Plan Book 120, Plan 80.

For Grantors title see deed dated March 29, 1984, recorded in the Middlesex North District Registry of Deeds, Book 2713, Page 245.

FRANKLIN R. COLANTUONIO
AND OTHERS

MOTIONS: Mr. John Saracini motioned for Indefinite Postponement. The Planning Board motioned for Adoption.

VOTED: Mr. Saracini's motion was Defeated. 8:08 P.M. (5-4-89) The Planning Board's motion for Adoption was Adopted. The Moderator counted over thirty-five (35) voters standing in Favor of Adoption and six (6) voters standing Opposed to Adoption. 8:10 P.M. (5-4-89) (2/3's vote—27.3) Article 50 was Adopted.

ARTICLE 51. To see if the Town of Tewksbury will vote to amend the Zoning By-Law and Associated Zoning Map to rezone the following parcel of land from General Residence and Farm to Heavy Industrial, or to do anything in relation thereto:

The land in Tewksbury situated Southwesterly of, but not adjoining Main Street, and on the Northwesterly side of a "40' Right of Way" and being the lot shown on a "Plan of land in Tewksbury, MA, prepared for George P. MacLaren, dated September 28, 1987," bounded and described as follows:

SOUTHWESTERLY three hundred five and 30/100 (305.30) feet;

NORTHWESTERLY eighty two and 52/100 (82.52) feet;

NORTHEASTERLY three hundred twenty (320) feet, more or less; and

SOUTHEASTERLY eighty (80) feet.

Containing according to said plan, 26,600 square feet of land, more or less. Further identified as Lot 76 Map 84 on the Tewksbury Assessors Maps.

For petitioner's title see deed from Philip MacLaren dated June 29, 1987 and recorded at Middlesex North Registry of Deeds Book 4128, Page 242.

GREGORY HOLDEN AND OTHERS

MOTION: The Planning Board motioned for Adoption.

VOTED: The Moderator counted at least forty-seven (47) voters standing in Favor of Adoption and two (2) voters standing Opposed to Adoption. 8:46 P.M. (5-4-89) (2/3's vote—32.6) Article 51 was Adopted.

ARTICLE 52. To see if the Town will vote to accept as a town way the layout of the following described street, as recommended by the Planning Board, and laid out by the Board of Selectmen, under the provisions of Chapter 82, of the General Laws, as amended, relating to the layout, altera-

tions, relocations and discontinuance of public ways and specific repairs thereon, which layout is filed in the office of the Town Clerk and which said plan therein is referred to for a more particular description, and to authorize the Board of Selectmen to take by right of Eminent Domain such land, slope and drainage or other easement as may be necessary to effect the purpose of this article, and to determine how an appropriation shall be raised, whether by taxation or by transfer from available funds, by borrowing or otherwise, for the purpose hereof and for the payment of any damages resulting from the taking of land and slope easements and other easements therefor, or take any other action relative thereto.

Idlewild Road from Pinedale Ave., in a northeasterly direction, for a distance of 250 feet to a dead end.

ALFRED F. HAYWARD AND OTHERS

MOTION: The Finance Committee motioned for Indefinite Postponement. The Board of Selectmen motioned for Adoption.

VOTED: The Finance Committee's motion was Defeated. 8:23 P.M. (5-4-89) The Selectmen's motion for Adoption was Adopted. 8:23 P.M. (5-4-89) Article 52 was Adopted.

**NOTE: No appropriation was made for this Article.*

ARTICLE 53. To see if the Town will vote to donate a parcel of town-owned land, acquire a parcel of state-owned land, or accept a donation of land, not to exceed 5 acres, in an area NOT zoned "Residential" or in an area isolated from a residential use, for use by the Disabled American Veterans Post 110 (DAV) for their activities. The presently located DAV land, Map 30 lot 64, would be sold at public auction as 5 one-acre building lots (not to be further subdivided) for the construction of not more than 5 single family homes with a minimum of one acre each, and 150' frontage on Pond or Pine Streets. The proceeds of the auction would be donated to the DAV for construction of a new headquarters, remodeling of an existing structure, and or activities in this new location.

A Republican Committee, comprised of a representative from the Municipal Building Committee, a Selectman, DAV officers, and any other interested parties will be formed and submit its recommendation(s) to the Town Manager and Selectman for approval, who will then oversee the program and transfer. Once the DAV has relocated and the former land sold, the committee shall disband and the DAV will return to its own leadership, or take any other action relative thereto.

BARBARA A. FLANAGAN
AND OTHERS

MOTIONS: The Finance Committee motioned for Indefinite Postponement. Mrs. Flanagan agreed with the Finance Committee.

VOTED: Article 53 was Indefinitely Postponed. 11:04 P.M. (5-3-89)

ARTICLE 54. To see if the Town will vote to change from C.D. District Sec. 3.10-B of T.Z. (Ref. Art. 52 of 1982 Annual Town Meeting, to

PARCEL 1—To IL

PARCEL 2—To M.F.D.

PARCEL 1

A certain parcel of land situated on Main Street on Tewksbury, Mass., being shown on a plan entitled: Villa Roma Condominiums, Tewksbury, Mass. for Deca Corp., dated, January, 1984, and revised 2/21/84 and 7/25/84 by Merrimack Engineering Services, Andover, Mass., recorded in MNDRD Book 2171, Page 154, specifically sheets 2 and 3 of 9, definitive lot layout plan titled, "Property line and phasing, Villa Roma Condominiums, Tewksbury, Mass., depicted as area reserved for commercial use and further bounded and described as follows:

Beginning at the Northwest corner, at land of Donovan, on the Southerly side of Main Street, on a curve to the right:

R = 1000.94' L = 113.91' along Main Street to a point at land of Christian to a point, thence

S 39°-07' -14" W 191.0' along land of Christian to a point, thence

S 65°-05' -14" E 128.00' along land of Christian and Lucas, thence

N 58°-51' -35" W 88.41' along land of Lucas to a point, thence along a curve to the left.

R = 20' L = 31.42" to a point on the Southerly side of Main Street to a point at land of Bradanick thence along a curve to the left,

R = 20' L = 31.42' to a point, thence

S 21°-53' -42" E 155.64' along land of Bradanick to a point at land of Towne, thence along land now or formerly Frank Towne

S 35° 38' -35" W for a distance of 64.60' to an iron pipe thence

S 36°-08' -35" W along land of now or formerly Hy-Mare Inc. for a distance of 575' to a point, turning

N 10°-51' -25" W along a line of limit of residential development and assoc. maintenance for a distance of 340.85', continuing along same line N 45°-

47' -43" W, 156.23' thence continuing along same line

S 44°-12' -17" W for a distance of 90.00' to a point turning

N 45°-47' -43" W along same line for a distance of 245' to a point, thence, N 39° 12' 16" E along land now or formerly Gerald McDermott for a distance of 546.40' to a point, thence S 46° 16' 24" E for 200' to a point, thence 39° 09' 38" E along land N/F Fredrick Donovan for 435.60', to a point on the southerly side of Main Street, said point being the point of beginning, containing 7.4 acres more or less.

PARCEL 2—Multi-family

A certain parcel of land situated on Main Street in Tewksbury, Mass. being shown on a plan entitled, "Villa Roma Condominiums, Tewksbury, Mass. for Deca Corp., dated, Jan.

1984, and revised 2/21/84 and 7/25/84 by Merrimack Engineering Services, Andover, Mass. recorded in MNDRD Book 2171 Page 154, specifically sheets 2 and 3 of 9, definitive lot layout plan titled, "Property line and phasing, Villa Roma Condominiums, Tewksbury, Mass.

Begining at a point Notheasterly corner of Villa Roma Condominiums Residential Development, thence running along line entitled Limit of Residential Development and Assoc. maintenance, S 45°-47'-43" E for a distance of 245.00', to a point thence along same line N 44°-12'-17" E for 90.00' to a point, thence along same line S 45°-47'-43" E for 156.00' to a point, thence continuing S 10°-51'-25" E along same line for 340.85' to a point along land of Hy-Mare Inc. thence S 34°-08'-35" W along land of Hy-Mare Inc. 1016.59' to land of the Town of Tewksbury thence N 82°-31'-56" W 63.48' along land of the Town of Tewksbury to a point thence N 20°-53'-16" W 37.31' along land of the Town of Tewksbury to a point thence

N 44°-52'-58" W 34.96' along land of the Town of Tewksbury to a point, thence N 59°-33'-59" W 57.36' along land of the Town of Tewksbury to a point, thence to a point at the land of Drolet, to a point thence

N 24°-00'-53" E 59.66' along land of Drolet to a point thence

N 30°-51'-49" W 78.97' along land of Drolet and Ober to a point thence

N 50°-18'-17" E 76.50' along land of Ober to a point, thence

N 10°-48'-42" W 75.18' along land of Ober to a point, thence

N 60°-14'-20" W 70.64' along land of Ober to a point, near Rocky Ave., to a point, thence

N 29°-57'-23" E 86.63' along land of Sullivan to a point, thence

N 08°-18'-47" W 43.18' along land of Sullivan to a point, thence

N 70°-49'-54" W 70.18' along land of Sullivan to a point, thence

N 46°-81'-25" W 92.10' along land of Sullivan to a point, thence

N 53°-56'-51" W 94.19' along land of Sullivan to a point, thence

N 20°-49'-07" E 27.00' along land of Sullivan to a point, thence

N 29°-41'-14" W 32.99' along land of Sullivan to a point, thence

N 08°-53'-54" W 67.48' along land of Sullivan to a point, thence

N 06°-52'-14" W 45.24' along land of Sullivan to a point, thence

N 43°-38'-10" E 213.33' along land of Sullivan to a point,

thence to a point at land of Kuminsky, thence

N 47°-23'-09" 80.46' along land of Kuminsky to a point at land of McDermott, thence

S 35°-47'-27" E 127.42' along land of McDermott to a point, thence

N 39°-12'-17" E 147.83' along land of McDermott to an iron pipe, thence

N 39°-12'-17" E along land of McDermott to the point of beginning containing 12.745 acres more or less.

JAMES V. DeCAROLIS AND OTHERS

MOTIONS: Mr. James DeCarolus motioned for Adoption. Mr. George Donovan motioned for Indefinite Postponement.

VOTED: Mr. Donovan's motion was Defeated. 10:32 P.M. (5-3-89) Mr. DeCarolus's motion was Adopted. The Moderator counted at least one hundred (100) voters standing in Favor of Adoption and six (6) voters standing Opposed to Adoption. 10:33 P.M. (5-3-89) (2/3's vote—70.6) Article 54 was Adopted.

ARTICLE 55. To see if the Town will vote that property owners and/or their prospective buyers of property located on Main Street, Rt. 38N, Tewksbury, Ma., being in agreement to share the "burden" of expense apportionately (according to ownership) in the tying in of sewer line towards Rt. 495 from the Pleasant St.-Main St. location.

These same property owners also request that the 'Town of Tewksbury' contribute their share of the burden with the properties they own along Main St. referred to as 918 Main Street consisting of approximately 2.52 acres and 935 Main Street currently used for the Police Department.

The 'Town' should be in full agreement as to the potential economic growth for its fellow citizens as well as the increased property value its own properties would generate while being held in inventory.

With a new transition rising in Tewksbury, installing these sewer lines could prevent future development problems and cure possible existing problems, creating a positive growth for itself and that the sum of \$144,540.00 be raised and appropriated or transferred from available funds for said article. Or take any other action relative thereto.

CAROL A. SUTHERLAND
AND OTHERS

MOTION: The Finance Committee motioned for Indefinite Postponement.

A Visitor wanted to Address the Assembly. Selectman Jay Kelley motioned, not to allow the Visitor to address the Assembly, and this motion was Adopted. 9:12 P.M. (5-4-89) Mr. Peter Soderlund and seven (7) voters requested a standing count, to allow the visitor to address the Assembly. This motion was Defeated. 33 YES, 71 NO 9:15 P.M. (5-4-89)

VOTED: Article 55 was Indefinitely Postponed. 9:15 P.M. (5-4-89)

Finance Committee Chairman, Joseph Gill, motioned to Adjourn the 1989 Annual Town Meeting, sine die, and this motion was Adopted. 9:17 P.M. (5-4-89)

ATTEST:
Elizabeth A. Carey, CMC
Town Clerk

Special Town Meeting March 20, 1989

Pursuant to Section 15A, Chapter 41, Massachusetts General Laws, I hereby certify to the funds appropriated at the Special Town Meeting, convened by proper Warrant, Monday, March 20, 1989.

APPROPRIATION CERTIFICATE— SPECIAL TOWN MEETING—MARCH 20, 1989

Article	Raise & Approp.	Transfer	Borrow
1. Implement labor contract with International Assoc. of Fire Fighters, Local 1647		118,165.00 from E&D	
2. Contract for engineering & design work for reconstruction, remodeling, rehabilitating & modernizing the present TMHS heating plant & heating system including asbestos removal		101,305.00 from E&D	
3. Reconstructing, remodeling, making extraordinary repairs to present TMHS heating plant & heating system and work related to the project			1,765,895.00
4. Removal of asbestos from Heath Brook School & work related to the project			852,805.00
RAISE & APPROPRIATE	.00		
TRANSFERS FROM E&D		219,470.00	
BORROW			2,618,700.00

ATTEST:
Elizabeth A. Carey
Town Clerk

Tewksbury Memorial High School
Pleasant Street
Monday, March 20, 1989

Called by proper Warrant the Special Town Meeting was convened at 8:00 P.M., March 20, 1989, by Town Clerk, Elizabeth A. Carey, presiding until the election of a Temporary Moderator.

Mrs. Carey made this election the First Order of Business.

Nominations were accepted from the floor and Mr. James Coakley was the only name submitted and his nomination was properly seconded.

Since there was only a single candidate, a voice vote was conducted by the Town Clerk; and Mr. Coakley was unanimously elected to preside as Temporary Moderator for the March 20, 1989 Special Town Meeting and was sworn to Office by Mrs. Carey. 8:03 P.M.

There were 228 registered voters and 14 visitors in attendance.

Finance Committee Chairman, Joseph Gill, motioned to waive the reading of the Warrant Articles.

Mr. Gill's motion was Adopted by a voice vote. 8:05 P.M.

ARTICLE 1. To see if the Town will vote to transfer from the Unreserved Fund Balance (E&D) the following amounts to implement the labor contract recently signed with the International Association of Fire Fighters, Local 1647, or take any other action relative thereto.

Fire	Salaries	\$85,005.00
Fire	Line Item Clothing	\$23,160.00
Occupational	Line Item	\$10,000.00
Injury Reserve		

TOWN MANAGER

MOTION: Finance Committee Chairman, Joseph Gill, motioned to Adopt and Transfer from E&D \$118,165.00.

VOTED: Article 1 was Adopted, per the Finance Committee's motion, by a voice vote. 8:06 P.M. (3-20-89)

ARTICLE 2. To see if the Town will vote to transfer from the Unreserved Fund Balance (E&D), \$101,305.00 to the School Department operating account for the purpose of contracting for the engineering and design work for the reconstruction, remodeling, rehabilitating and modernizing the present Tewksbury Memorial High School heating plant and heating system, including the removal of asbestos, or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned to Adopt and Transfer from E&D \$101,305.00.

VOTED: Article 2 was Adopted per the Finance Committee's motion, by a voice vote. 8:10 P.M. (3-20-89)

ARTICLE 3. To see if the Town will vote to appropriate \$1,765,895.00 for the purpose of reconstructing, remodeling, rehabilitating and modernizing the present Tewksbury Memorial High School heating plant and heating system, and the work related to the aforesaid project; that to meet such appropriation the Town Treasurer with the approval of the Selectmen is hereby authorized to borrow the sum of \$1,765,895.00 at one time or from time to time under and pursuant to Chapter 645 of the Acts of 1948, as amended and supplemented, and to issue bonds or notes of the Town therefor. The Tewksbury School Committee shall have full power to carry out the project described in this vote and to

enter into contracts and expend the money appropriated hereby for such purposes.

TOWN MANAGER

MOTION: Finance Committee Chairman, Joseph Gill, motioned to Adopt Article 3, as Amended.

VOTED: The Finance Committee's Amendment was Adopted by a voice vote. 8:12 P.M. Article 3 was Adopted, as Amended, by the required two-thirds (2/3) vote. The Moderator counted at least fifty (50) voters standing in favor of Adoption. One (1) voter stood opposed to Adoption. 8:17 P.M. (3-20-89)

AMENDMENT: To see if the Town will vote to appropriate \$1,765,895 for the purpose of reconstructing, remodeling and making extraordinary repairs to the present Tewksbury Memorial High School heating plant and heating system, and the work related to the aforesaid project; that to meet such appropriation the Town Treasurer, with the approval of the Selectmen, is hereby authorized to borrow the sum of \$1,765,895 at one time or from time to time under the pursuant to Chapter 44, Section 7(3A), of the General Laws or Chapter 645 of the Acts of 1948, as amended and supplemented, or any other enabling authority, and to issue bonds or notes of the Town therefor. The Tewksbury School Committee shall have full power to carry out the project described in this vote and to enter into contracts and expend the money appropriated hereby for such purposes.

ARTICLE 4. To see if the Town will vote to appropriate \$852,805.00 for the purpose of the removal of asbestos from the Heath Brook School and the work related to the aforesaid project; that to meet such appropriation the Town Treasurer with the approval of the Selectmen is hereby authorized to borrow the sum of \$852,805.00 at one time or from time to time under and pursuant to Chapter 645 of the Acts of 1948, as amended and supplemented, and to issue bonds or notes of the Town therefor. The Tewksbury School Committee shall

have full power to carry out the project described in this vote and to enter into contracts and expend the money appropriated hereby for such purposes.

TOWN MANAGER

MOTION: Finance Committee Chairman, Joseph Gill, motioned to Adopt Article 4, as Amended.

VOTED: The Finance Committee's Amendment was Adopted by a voice vote. 8:32 P.M. Article 4 was Adopted, as Amended, by the required two-thirds (2/3) vote. The Moderator counted at least seventy-five (75) voters standing in favor of Adoption. One (1) voter stood opposed to Adoption. 8:32 P.M. (3-20-89)

AMENDMENT: To see if the Town will vote to appropriate \$852,805 for the purpose of the removal of asbestos from the Heath Brook School and the work related to the aforesaid project; that to meet such appropriation the Town Treasurer with the approval of the Selectmen is hereby authorized to borrow the sum of \$852,805 at one time or from time to time under and pursuant to Chapter 44, Section 7(3A), of the General Laws or Chapter 645 of the Acts of 1948, as amended and supplemented, or any other enabling authority, and to issue bonds or notes of the Town therefor. The Tewksbury School Committee shall have full power to carry out the project described in this vote and to enter into contracts and expend the money appropriated hereby for such purposes.

Board of Selectman Chairman, Jay Kelley, motioned to adjourn the Special Town Meeting.

The March 20, 1989, Special Town Meeting was adjourned, by a voice vote, at 8:33 P.M.

ATTEST:
Elizabeth A. Carey, CMC
Town Clerk

Special Town Meeting May 3, 1989

Pursuant to Section 15A, Chapter 41, Massachusetts General Laws, I hereby certify to the funds appropriated at the Special Town Meeting, convened by proper Warrant, Wednesday, May 3, 1989.

APPROPRIATION CERTIFICATE— SPECIAL TOWN MEETING—MAY 3, 1989

Article	Raise & Approp.	Transfer From	Borrow
1. Sums of Money to Specific Existing Accounts		\$50,000.00 DPW Utilities 54,993.40 Int. Temp Loans 23,825.00 Waste Disposal 8,800.00 Police Outlay 6,636.00 Police Sal. Crossing Guards	
2. Selectmen Neg./Consult. R&B DPW/Oper/Annual Well Inspect.—Hydro-Group		10,843.00 E&D 1,050.00 E&D	

4. Water Dist. Project & Design, Improvement & Repair Water Mains etc.	126,125.09 Andover & North St. Proj. 28,799.88 Trull & River Rd. Proj.
5. Construct Sewer Line Pleasant St. to Tewks. Mem. High School	43,274.06 Phase I Sewer 11,485.29 Phase II Sewer 46,935.28 Art. 5 STM 5/6/87 Sewer
9. Town Hall HVAC System & Asbestos Removal	100,000.00 E&D

TOTAL RAISE AND APPROPRIATE	.00
TRANSFER E&D	111,893.00
TRANSFER OTHER	400,874.00
TOTAL TRANSFER	\$512,767.00
TOTAL BORROW	.00

ATTEST:
Elizabeth A. Carey, CMC
Town Clerk

Tewksbury Memorial High School
Pleasant Street
Wednesday, May 3, 1989

Called by proper Warrant the Special Town Meeting was convened at 7:00 P.M., Wednesday, May 3, 1989, by Moderator James Coakley.

Moderator Coakley read the Town Meeting Guidelines and informed all visitors that they were to sit in the designated areas.

Finance Committee Chairman, Joseph Gill, motioned to dispense with the reading of the Warrant Articles and this motion was Adopted at 7:03 P.M.

ARTICLE 1. To see if the Town will vote to transfer the following sums or take any other action relative thereto.

FROM		TO	
400-5200 DPW-Utilities	\$50,000	300-5870 Schools-Oper.	\$20,000
		400-5301 DPW-Well Test	\$ 5,000
		400-5670 DPW-Lowell Sewer	\$25,000
242-5925 Int. Temp. Loans	\$54,993.40	300-5510 Sch. Oper.	\$976.90
		300-5240 Sch. Oper.	\$681.25
		300-5420 Sch. Oper.	\$553.66
		300-5870 Sch. Oper.	\$4,641.59
		151-5340 Town Counsel	\$12,200.00
		154-5304 Consultant/ Negotiator	\$35,940.00
433-5292 Waste Disposal	\$23,825	241-5400 Bldg.-Purch./Serv.	\$350.00
		122-5400 Selectmen-Oper.	\$6,614.00
		192-5400 Town Hall-Oper.	\$2,320.00
		123-5700 Town Mgr.-Oper.	\$400.00
		424-5220 Street Lighting	\$1,000.00
		945-5740 Fire/Liability Insur.	\$13,141.00
210-5871 Police Outlay	\$8,800	210-5700 Police-Hepatitis Shots	\$7,800.00
		210-5400 Police-Oper.	\$1,000.00
210-5113 Police-Sal. Crossing Guards	\$6,636	210-5400 Police-Oper.	\$6,636.00

MOTION: The Finance Committee motioned to correct an Account #. Under TO, on the fourth (4th) line down, under Item 2, change Account # 300-5150 Sch. Oper. TO 300-5510 Sch. Oper.

VOTED: Article 1 was Adopted, as corrected. 7:04 P.M. (5-3-89)

ARTICLE 2. To see if the Town will vote to transfer from E&D the following sums of money for the purpose of paying outstanding bills of previous years or take any other action relative thereto.

Selectmen Negotiator/Consultant Riemer & Braunstein	\$10,843.
Public Works/Operating/Annual Well Inspection—Hydro-Group	1,050.00
	TOWN MANAGER

MOTION: The Finance Committee motioned to Adopt Article 2 and changed their motion to Table Article 2 until Article 9 was completed.

VOTED: The Finance Committee's motion to Table Article 2 until Article 9 was completed was Adopted. 7:06 P.M.

MOTION: The Finance Committee motioned to remove Article 2 from the Table and this motion was Adopted 7:33 P.M. (5-3-89) The Finance Committee motioned to Correct: Selectmen Negotiator/Consultant Riemer & Braunstein, amount, TO \$10,843 and Adopt Article 2, as Corrected.

VOTED: Article 2 was Adopted, as Corrected, by the required nine-tenths (9/10) vote. 76 YES, 0 NO. 7:35 P.M. (5-3-89)

ARTICLE 3. To see if the Town will vote to accept a \$48,352 Equal Education Opportunity Grant for FY89 for the Shawshen Valley Regional Technical High School District or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned to Accept and Adopt Article 3.

VOTED: Article 3 was Adopted. 7:06 P.M. (5-3-89)

ARTICLE 4. To see if the Town will vote to transfer from 16 inch water main Andover and North Streets Projects the sum of \$126,125.09 and from water main Trull Road and River Road Projects \$28,799.88 to Water Distribution Project and for the design, improvement and repair of water mains and/or the Water Distribution System in the Town, and to see if the Town will vote to authorize the Board of Selectmen to acquire any fee, easement or other interest in land necessary therefore, whether by eminent domain, purchase or gift, or otherwise; to see how said sum should be raised whether by taxation, transfer, borrowing, contributions, or otherwise, and if by borrowing to authorize the Board of Selectmen/Town Manager to apply for, accept and expend any federal, state or private grants or contributions that may be available with respect to the project, all of which contributions and grants shall be applied to the project cost in addition to the sum appropriated by the town for such purposes, and the Treasurer is hereby authorized to borrow the initial necessary funds that will enable the Town Manager to engage a consulting engineer to finalize the survey, easement plans, permits, design contract plans and documents for the proposed project.

WARREN R. CAREY
TREASURER/COLLECTOR

MOTION: The Finance Committee motioned to Amend and Adopt, Article 4.

VOTED: The Finance Committee's Amendment was Adopted. 7:07 P.M. Article 4 was Adopted, as Amended. 7:07 P.M. (5-3-89)

AMENDMENT:

LINE 2 AFTER NORTH STREETS INSERT "PROJECTS"

LINE 3 AFTER RIVER ROAD INSERT "PROJECTS"
AFTER 28,799.88 INSERT "TO WATER DISTRIBUTION PROJECT" AND REMOVE THE WORD "CONSTRUCTION"

ARTICLE 5. To see if the Town will vote to transfer from Phase I Sewer the sum of \$43,274.06, to transfer from Phase II Sewer the sum of \$11,485.29, to transfer from Article 5 of the May 6, 1987 Special Town Meeting \$46,935.28 for the pur-

pose of constructing a Sewer Line from Pleasant Street to the Tewksbury Memorial High School and the work related to the aforesaid project. The Tewksbury Secondary School Building Committee shall have full power to carry out the Project described in this vote and to enter into contracts and expend the money transferred hereby for such purposes.

TOWN MANAGER

MOTION: The Finance Committee motioned to Amend and Adopt, Article 5.

VOTED: The Finance Committee's Amendment was Adopted. 7:10 P.M. Article 5 was Adopted, as Amended. 7:10 P.M. (5-3-89)

AMENDMENT: DELETE: "and to transfer from E&D \$18,305.37"

ARTICLE 6. To see if the Town will vote to accept the provisions of Section 26C of Chapter 148 Massachusetts General Laws, Requiring Smoke or Heat Detectors for Dwellings Not otherwise regulated.

FIRE CHIEF

MOTION: The Board of Selectmen motioned for Adoption. Mr. William Granfield motioned for Indefinite Postponement. Mr. Granfield withdrew his motion for Indefinite Postponement so as to facilitate the voting of the required Secret Ballot.

VOTED: Article 6 was Adopted. Secret Ballot: 57 YES, 14 NO 7:22 P.M. (5-3-89)

ARTICLE 7. To see if the Town will vote to accept the provisions of section 26H of Chapter 148 Mass. General Laws, Requiring Automatic sprinklers in boarding houses.

FIRE CHIEF

MOTION: The Board of Selectmen motioned for Adoption.

VOTED: Article 7 was Adopted. Secret Ballot: 65 YES, 14 NO 7:31 P.M. (5-3-89)

ARTICLE 8. To see if the Town will vote to name the Youth Center building on Livingston Street the "Anthony John Rosano Recreation Center," or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Board of Selectmen motioned for Adoption.

VOTED: Article 8 was Adopted. 7:31 P.M. (5-3-89)

ARTICLE 9. To see if the Town will vote to transfer from E&D the sum of \$100,000 to be expended by the Town Manager for the purpose of contracting with an engineering consultant to perform a feasibility study, prepare various engineering designs and bid specifications, and contract with various vendors for the removal of asbestos in Town Hall and the demolition, replacement, repair, expansion, and improvements to the Town Hall HVAC system or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned to Amend and Adopt Article 9.

VOTED: The Finance Committee's Amendment was Adopted. 7:32 P.M. Article 9 was Adopted, as Amended. 7:32 P.M. (5-3-89)

AMENDMENT: 1ST LINE: "CHANGE RAISE & APPROPRIATE TO TRANSFER"

The Finance Committee motioned to Remove Article 2 from the Table and this motion was Adopted. 7:33 P.M. (5-3-89) (See Article 2 for the results of vote.)

The Moderator declared the May 3, 1989, Special Town Meeting closed. 7:37 P.M. (5-3-89)

ATTEST:

Elizabeth A. Carey, CMC
Town Clerk

Special Town Meeting September 13, 1989

Pursuant to Section 15A, Chapter 41, Massachusetts General Laws, I hereby certify the funds appropriated at the Special Town Meeting, convened by proper Warrant, Wednesday, September 13, 1989.

APPROPRIATION CERTIFICATE— SPECIAL TOWN MEETING—SEPTEMBER 13, 1989

Article	Raise & Approp.	Transfer From	Borrow
1. Reduce Tax Levy		\$282,454.99 E&D	
2. Reduce Certain Appropriations Voted at May, 1989 Annual Town Meeting	-1,316,265.00 (MINUS)		
3. Pay Outstanding Bills		10,369.40 E&D	

4. Maturing Debt	31,305.00 Sale of Town Land
5. Maturing Debt	200,000.00 Overlay Surplus
6. Certain Specific Accounts	67,946.00 Water Distribution Proj. Art.4 STM 5-3-89
7. Recreation Salaries Police Operating	1,256.00 Recreation Programs 6,000.00 Police Salaries

TOTAL RAISE AND APPROPRIATE	-1,316,265.00 (MINUS)
TOTAL TRANSFER	599,331.39*
TOTAL BORROW	.00
Transfer E&D	282,454.99 To Reduce Tax Levy
Transfer E&D	10,369.40
Transfer Other	306,507.00
*TOTAL TRANSFER	599,331.39

ATTEST:
Elizabeth A. Carey, CMC
Town Clerk

Tewksbury Memorial High School
Pleasant Street
Wednesday, September 13, 1989

Called by proper Warrant the Special Town Meeting was convened at 8:00 P.M. Wednesday, September 13, 1989, by Moderator James Coakley.

Moderator Coakley read the Town Meeting Guidelines and informed all visitors that they were to sit in the designated areas.

There were 138 registered voters and 13 visitors in attendance.

Finance Committee Chairman, Dan Power, motioned to Waive the reading of the Warrant Articles and this motion was Adopted. 8:03 P.M.

ARTICLE 1. To see if the Town will vote to authorize and direct the Assessors to take \$282,454.99 from E&D to reduce the tax levy for the current year or take any action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned to Adopt Article 1.

VOTED: Article 1 was Adopted. 8:03 P.M. (9-13-89)

ARTICLE 2. To see if the Town will vote to rescind the action taken at the Annual Town Meeting and reduce the following appropriations in the following amounts:

UNDER ARTICLE 4	FROM	TO	REDUCTION
Accounts			
SELECTMEN/ Outlay	300	150	150
TOWN MANAGER			
Out of State Travel	1200	0	1200
COMPUTER SYSTEM			
Operating	100,000	75,000	25,000
ASSESSORS			
Operating (Professional-Technical)	36,725	31,725	5,000
Outlay (File Cabinet)	600	300	300
TREASURER/COLLECTOR			
Operating (Professional/Technical Services)	120,150	110,150	10,000
TOWN CLERK			
Salaries	94,163	92,163	2,000
Outlay (Cash Register)	425	0	425
PLANNING BOARD			
Salaries	63,596	61,696	2,000
CABLE TELEVISION			
Operating	11,000	10,500	500
TOWN HALL			
Outlay (Vacuum)	6,790	6,590	200
POLICE			
Salaries	2,291,036	2,286,036	5,000
New Employees	46,008	15,238	30,770
Outlay	123,909	12,179	111,730

FIRE			
Salaries	2,637,903	2,498,913	138,990
Operating (Purchase of Services-Fire Alarm Maint)	89,610	84,610	5,000
Out of State Travel	2,000	0	2,000
PARKING CLERK			
Operating	3,400	3,100	300
SCHOOL			
Salaries	12,068,628	11,835,259	233,369
Operating	3,857,003	3,756,267	100,736
Outlay	48,448	13,552	34,896
Out of State Travel	1,000	1	999
PUBLIC WORKS			
Operating	870,471	770,971	99,500
(Repair & Maint.-Street Paving)			
(Repair & Maint.-Street Patching)			
(Repair & Maint.-Traffic Signals)			
(All Other-Drainage Line Items)	10,000	0	10,000
Out of State Travel	1,000	0	1,000
BUS SUBSIDY			
Operating	34,850	0	34,850
HEALTH			
Line Items	20,000	15,000	5,000
(Household Hazardous Waste/Collection)			
COUNCIL ON ELDERLY			
Line Items	6,000	3,000	3,000
(Christmas Dinner)			
VETERANS SERVICES			
Line Items	72,500	67,500	5,000
(Aid)			
PATRIOTIC ACTIVITIES COMMITTEE			
Outlay (Sound System)	500	0	500
LIBRARY (Operating)			
(Purchase of Services)			
(Supplies)	51,800	49,800	2,000
Line Item			
(Automation)	9,950	9,450	500
Outlay			
(Cassette Display)	650	0	650
RECREATION			
Line Item: Programs	49,500	47,000	2,500
UNCLASSIFIED			
Maturing Debt	1,510,000	1,278,695	231,305
Interest-Maturing Debt	1,660,140	1,563,190	96,950
Regional Vocational School	1,568,502	1,533,502	35,000
Fire/Liability Insurance	380,000	365,000	15,000
ARTICLE 11 (Soccer Fields)	33,236.88	11,050.88	22,186
ARTICLE 19 (Chapter 90 Roads)	40,759	0	40,759
TOTAL			1,316,265

TOWN MANAGER

MOTION: The Finance Committee motioned to Amend and Adopt Article 2. The Moderator informed the Assembly that he would read each Department and mark for Debate any Department so designated. No Department was marked for Debate.

VOTED: The Finance Committee's Amendment was Adopted. 8:05 P.M. Article 2 was Adopted, as Amended. 8:05 P.M.

AMENDMENT: CHANGE—Fire Salary Reduction to: \$138,990

ARTICLE 3. To see if the Town will vote to transfer from E&D the following sums for the purpose of paying outstanding bills of previous years or take any other action relative thereto:

Town Counsel Charles Zaroulis, Esq. \$5,991.00

Selectmen, Negotiator/Consultant
Crowe & Crowe \$4,378.40

TOWN MANAGER

MOTION: The Finance Committee motioned for Adoption. The Moderator informed the Assembly that these were late bills and the motion for Adoption would require a nine-tenths (9/10) vote.

VOTED: The Moderator counted at least thirty-five (35) voters standing in favor of Adopting and not one voter stood in opposition to Adoption. Article 3 was Adopted. 8:06 P.M.

ARTICLE 4. To see if the Town will vote to transfer \$31,305 from the funds received from the Sale of town Land to the Maturing Debt Account or take any other action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 4 was Adopted. 8:06 P.M.

ARTICLE 5. To see if the Town will vote to transfer \$200,000 from Overlay Reserve to Maturing Debt Account or take any action relative thereto.

TOWN MANAGER

MOTION: The Finance Committee motioned to Amend and Adopt Article 5.

VOTED: The Amendment was Adopted. 8:07 P.M. Article 5 was Adopted, as Amended. 8:07 P.M.

AMENDMENT: On the 1st line, change Reserve to Surplus.

ARTICLE 6. To see if the Town will vote to transfer from the funds made available under Article 4 of the May 3, 1989 Special Town Meeting the following amounts or take any action relative thereto:

FROM	TO	
Water Distribution Project \$67,946	Selectmen-Negotiator/Consultant 122-5300	\$20,000
	Interest Temporary Loans 752-5790	4,711
	Unemployment Comp. 913-5790	31,850
	Ambulance Billing 220-5785	11,385
	TOTAL	\$67,946

TOWN MANAGER

MOTION: The Finance Committee motioned to Adopt Article 6, as written.

VOTED: Article 6 was Adopted, as written. 8:08 P.M.

ARTICLE 7. To see if the Town will vote to transfer from

previously appropriated accounts the following amounts:

FROM	TO	
RECREATION Line Items: PROGRAMS	RECREATION (Salaries)	1,256
POLICE (Salaries)	POLICE (Operating)	\$6,000

TOWN MANAGER

MOTION: The Finance Committee motioned for Adoption.

VOTED: Article 7 was Adopted. 8:08 P.M.

ARTICLE 8. To see if the Town will vote to make the following a part of the Town By-Laws under Article III, Section 1: Granting or Renewing Certain Local Licenses and Permits.

- (A) The tax collector or other municipal official responsible for records of all municipal taxes, assessments, betterments and other municipal charges, hereinafter referred to as the tax collector, shall annually furnish to each department, board, commission or division, hereinafter referred to as the licensing authority, that issues licenses or permits including renewals and transfers, a list of any person, corporation, or business enterprise, hereinafter referred to as the party, that has neglected or refused to pay any local taxes, fees, assessments, betterments or other municipal charges for not less than a twelve month period, and that such party has not filed in good faith a pending application for an abatement of such tax or a pending petition before the appellate tax board.
- (B) The licensing authority may deny, revoke or suspend any license or permit, including renewals and transfers of any party whose name appears on said list furnished to the licensing authority from the tax collector; provided, however, that written notice is given to the party and the tax collector, as required by applicable provisions of law, and the party is given a hearing, to be held not earlier than fourteen days after said notice. Said list shall be prima facie evidence for denial, revocation or suspension of said license or permit to any party. The tax collector shall have the right to intervene in any hearing conducted with respect to such license denial, revocation or suspension. Any findings made by the licensing authority with respect to such license denial, revocation or suspension shall be made only for the purposes of such proceeding and shall not be relevant to or introduced in any other proceeding at law, except for any appeal from such license denial, revocation or suspension. Any license or permit denied, suspended or revoked under this section shall not be reissued or renewed until the license authority receives a certificate issued by the tax collector that the party is in good standing with respect to any and all local taxes, fees, assessments, betterments or other municipal charges, payable to the municipality as the date of issuance of said certificate.
- (C) Any party shall be given an opportunity to enter into a payment agreement, thereby allowing the licensing authority to issue a certificate indicating said limitations to the license or permit and the validity of said license

shall be conditioned upon the satisfactory compliance with said agreement. Failure to comply with said agreement shall be grounds for the suspension or revocation of said license or permit; provided, however, that the holder be given notice and a hearing as required by applicable provisions of law.

- (D) This section shall not apply to the following licenses and permits: open burning; section thirteen of chapter forty-eight; bicycle permits; section eleven A of chapter eighty-five; sales of articles for charitable purposes, section thirty-three of chapter one hundred and one; children work permits, section sixty-nine of chapter one hundred and forty-nine; clubs, associations dispensing food or beverage licenses, section twenty-one E of chapter one hundred and forty; dog licenses, section one hundred and thirty-seven of chapter one hundred and forty; fishing, hunting, trapping license, section twelve of chapter one hundred and thirty-one; marriage licenses, section twenty-eight of chapter two hundred and seven and theatrical events, public exhibition permits, section one hundred and eighty-one of chapter one hundred and forty.

WARREN R. CAREY
TREASURER/COLLECTOR

MOTION: The Finance Committee motioned for the Adoption of Article 8.

VOTED: Article 8 was Adopted 8:09 P.M.

ARTICLE 9. To see if the Town will vote to rescind the following authorizations to borrow under previously voted articles, which are no longer needed or expected to be used, thereby making the records of Town Meeting borrowing actions current and accurately reflective of anticipated borrowing.

\$115,000.00 under Sewer Article #5 of the August 25, 1980 Special Town Meeting, voted on September 8, 1980.

\$1,687.00 under Water Article #11 of the June 23, 1981 Special Town Meeting and under the related Water Article #8 of the June 21, 1982 Special Town Meeting voted on June 22, 1982.

\$20,000.00 under Engineering Services for modifications and additions to Town Sewer Facilities under Article #10 of the November 14, 1984 Special Town Meeting voted on November 15, 1984.

WARREN R. CAREY
TREASURER/COLLECTOR

MOTION: The Finance Committee motioned for the Adoption of Article 9. The Moderator informed the Assembly that this Article would require a two-thirds (2/3) vote.

VOTED: Moderator, James Coakley, counted at least twenty-six (26) voters standing in favor of Adoption and not one voter stood opposed to Adoption. Article 9 was Adopted. 8:09 P.M.

ARTICLE 10. To see if the Town will vote to accept \$28,537 from the Commonwealth of Massachusetts as an Equal Educational Opportunity Grant under Chapter 188 as provided for in Massachusetts General Laws; the funds to be ex-

pendent by the School Committee or take any other action relative thereto.

SCHOOL COMMITTEE

MOTION: The Finance Committee motioned for the Adoption of Article 10.

VOTED: Article 10 was Adopted. 8:09 P.M.

ARTICLE 11. To see if the Town will vote that the division of Civil Service be directed to permit, Neil F. McLaughlin, of 34 Pleasant Street, Tewksbury, Massachusetts 01876, to take an examination for the position of Fire Fighter, notwithstanding that my age exceeds the maximum age requirement, of certification and appointment to said position, in the Town of Tewksbury, and further, if necessary to authorize the Board of Selectmen to petition the General Court to enact a special act permitting myself, Neil F. McLaughlin, to take the examination for the position of Fire Fighter, notwithstanding that my age exceeds the maximum age requirement, for certification and appointment to said position, or take any other action relative thereto.

NEIL F. McLAUGHLIN, AND OTHERS

MOTION: The Finance Committee had no recommendation. The Board of Selectmen motioned for Adoption. Mr. Joseph Brown motioned for Indefinite Postponement.

VOTED: Mr. Brown's motion for Indefinite Postponement was Defeated. 8:10 P.M. The Board of Selectmen's motion was Adopted. 8:10 P.M. Article 11 was Adopted.

ARTICLE 12. To see if the Town will vote that the division of Civil Service be directed to permit, Neil F. McLaughlin, of 34 Pleasant Street, Tewksbury, Massachusetts 01876, to take an examination for the position of Police Officer, notwithstanding that my age exceeds the maximum age requirement, for certification and appointment to said position, in the Town of Tewksbury, and further, if necessary, to authorize the Board of Selectmen to petition the General Court to enact a special act permitting myself, Neil F. McLaughlin, to take the examination for the position of Police Officer, notwithstanding that my age exceeds the maximum age requirement, for certification and appointment to said position, or take any other action relative thereto.

NEIL F. McLAUGHLIN, AND OTHERS

MOTION: The Finance Committee had no recommendation. The Board of Selectmen motioned for Adoption. Mr. Joseph Brown motioned for Indefinite Postponement.

VOTED: Mr. Brown's motion for Indefinite Postponement was Defeated. 8:16 P.M. The Board of Selectmen's motion was Adopted. 8:16 P.M. Article 12 was Adopted.

ARTICLE 13. To see if the Town will vote to release the restriction and condition contained in a deed from the Town of Tewksbury dated June 21, 1988 and recorded at the Middlesex (Northern District) Registry of Deeds at book 4592, Page 127 for property shown as Lot 78 on a plan entitled "Town Line Park, Tewksbury, Mass.," said plan being filed with said registry of deeds in Book of Plans 85 as Plan No. 194 and being further described as follows:

Beginning at a point on the northwesterly side of Kingston Road in Tewksbury, Middlesex County, Massachusetts at the southeasterly corner of the within described premises where Lot 78 and Lot 79, as shown on said plan, meet Kingston Road and thence running

N 59° 24' 50" W by said Lot 79, 105 feet; thence turning and running

N 30° 35' 10" E by Lot 57 as shown on said plan, 100 feet; thence turning and running

N 59° 24' 50" W by Lot 77 as shown on said plan, 105 feet; thence turning and running

N 30° 35' 10" W by Kingston Road, 100 feet, to the point of beginning.

Containing 10,500 square feet of land, according to said plan.

Said property is also shown as Lot 64 on Tewksbury Assessors' Map 103.

Said restriction to be released states that said property shall become part of the Grantee's contiguous premises so as to become one parcel of land which "shall not hereinafter be subdivided..." Also, said deed states a condition to be released that said property is subject to Tewksbury Town By-Laws, Article IX, Section 9.

In consideration of the release of said restriction and condition, George H. Barnes and Eve M. Barnes of 26 Kingston Road, Tewksbury shall, at their expense, install a town water line and fire hydrants from Leston Street to the northeasterly end of Lot 65 as shown on Assessors' Map 103 pursuant to Planning Board specifications, or take any action relative thereto.

GEORGE H. BARNES
EVE M. BARNES, AND OTHERS

MOTION: The Finance Committee motioned for Indefinite Postponement. Mr. George Barnes asked permission for his Attorney, who is a non-resident, to speak to the Assembly and Mr. Barnes motioned for the Adoption of Article 13. The Moderator conducted a vote to allow the visitor to address the Assembly and this vote was Adopted. 8:17 P.M.

VOTED: On the Finance Committee's motion for Indefinite Postponement the Moderator was in doubt by the voice vote and he conducted a standing count. Article 13 was Indefinitely Postponed. 8:33 P.M. 66 YES, 26 NO

Finance Committee Chairman, Dan Power, motioned to Adjourn the September 13, 1989, Special Town Meeting and this motion was Adopted. 8:33 P.M.

ATTEST:
Elizabeth A. Carey, CMC
Town Clerk

ADMINISTRATION

Selectmen

Town Manager

Veterans' Services Housing Authority

Board of Appeals Planning Board

Town Counsel Town Clerk

Board of Registrars

Board of Selectmen



The Board of Selectmen addressed many important issues during 1989. The Board held wetlands hearings, alcoholic beverage hearings, budget meetings, grievance hearings and negotiation sessions. Board members also served as subcommittee members on the Main and Shawsheen Street Traffic Study Committee, Master Zoning Study Committee, Foster Road/Patten Road/Shawsheen St. Study Committee, Recycling Committee and the Committee to Review Board of Appeals matters.

Two successful lotteries were held by the Comprehensive Housing Committee which allowed low income families, both residents and non-residents, to own their first home in this community. The diligent efforts of the members of the Recycling Committee proved to be very successful. At this writing, newspapers, cans and bottles, are recycled on a regular basis. In December, the Committee also set aside specific days for the recycling of Christmas trees. The Committee meets on a regular basis and appreciates and welcomes any and all input from the residents.

Keeping on top of the financial crisis, the Board also met on numerous occasions with Rep. James Miceli, Senator

Patricia McGovern, Town Manager, Dave Cressman, and department heads.

The Board also sponsored a seat belt safety poster contest. Students from grades, 4, 5, and 6 from the Jr. High School IGE, Louise Davy Trahan School, Heath Brook School, North Street School and the Loella Dewing School participated in the contest.

During their busy schedule the Board was able to make arrangements to provide entertainment and musical enjoyment to the residents by sponsoring a concert on the common which was held October 8th and the performance was given by the 26th Yankee Infantry Division Band.

The Board of Selectmen wishes to extend their thanks to the men and women who have served as members of appointed and elected boards and committees for the time and effort expended by them in varied positions in town government.

The Selectmen's Office in the Town Hall is open daily from 8:30 a.m. to 4:30 p.m. for the convenience of the townspeople. The Selectmen meet every Tuesday evening at 8:00 p.m. All residents are welcome to attend these meetings.

However, if you wish to be heard, or to have the Board take action on a specific matter, it will be necessary to have a detailed written request presented at the Selectmen's Office prior to the noon closing of the agenda on Wednesday preceding each meeting. This procedure enables the Selectmen to gather any pertinent information prior to the meetings and eliminates the necessity for delay in the making of decisions.

Respectfully submitted,
BOARD OF SELECTMEN

Town Manager

During 1989 the Town Manager worked on several major initiatives which reflect well on the progress of Tewksbury's government.

In the early months of the year, the Town's first computer system arrived from Wang. After several months of hard work by the Town's Auditor, a staff member from the Treasurer's office and the cooperation of many department personnel, the computer system became operational in every major department, except the Police Department which already had its own computer system. This brought electronic mail and word processing capabilities to many of these departments for the first time. As 1989 ended, staff was still busy working so that a new payroll system would be operational on the Wang computer. Furthermore, staff was busy starting up the general ledger accounting system on the Wang computer. This allowed the Town to produce budget worksheets for FY91 from the computer. Looking ahead to 1990, it is hoped that the Town can continue its implementation of programs on the new computer system.

In February, 1989 the Town Manager submitted his first budget to the Board of Selectmen and Finance Committee. This budget was significant in two ways. First, the Town Manager's budget presented a comprehensive budget which included both expenditures and revenues at such an early date. Second, the Town Manager's budget presented a summary of Town positions by departments.

Looking back on the Town Manager's first budget, the process of preparing it, seeing it amended, and adopted as amended through the cooperation of the Board of Selectmen, Finance Committee and School Committee was easy compared to the fiscal woes that began in July to beset the Town.

In July, the Governor due to the State's budget crisis announced his veto of over \$230 million in Local Aid which impacted every town and city in the Commonwealth including Tewksbury. This resulted in Tewksbury losing \$1.1 million in revenues from a previously balanced budget. With the cooperation of the Town department heads, the Town Manager was able to prepare \$1.1 million in budget reductions that were approved at the September Special Town Meeting. Except in the School Department, these budget reductions avoided the need for staff layoffs. However, the budget reductions did result in service reductions in many departments. In particular, the Police Department gave up funds so that police cruisers would not be replaced, which has resulted in the Town having to reduce the number of police cruisers on the streets. The Fire Department lost over \$100,000.00 in overtime which has meant that on some shifts the department's ladder truck cannot be manned. The Public Works Department eliminated its FY90 street paving program. The end result has been that municipal services have been reduced. Then in late December,

the State reduced the Town's Local Aid again by almost \$90,000.00.

With the continuing fiscal crisis at Beacon Hill and the slowing of the Commonwealth's economy, the budget outlook for the Commonwealth's cities and towns including Tewksbury in FY91 is onerous.

In spite of the fiscal problems, several other significant events occurred in 1989.

By the end of the year, contract agreements were reached with the Fire and Police unions. In July with the cooperation of almost all municipal and town employee organizations a new health insurance program was implemented. This program placed all Town employees with one insurance carrier as well as offering benefit improvements.

During the Spring, the Town Manager assisted the School Department with gaining approval and implementing two major capital improvement projects—the removal of all asbestos from the Heathbrook School and the replacement of the High School heating system.

Planning for major capital improvements in the Town was begun. An architect was selected to do the preliminary design work for a new police station. Another architect was selected to the preliminary design for an addition to the Town's library. A mechanical engineer was selected to study the need for a new heating system in Town Hall which would replace a seventy year old boiler. Also, a water distribution study outlining the Town's water problems was completed. This document will serve as a guide to designing new water projects as well as guiding the installation of water mains in new developments.

Planning for improvements to the Town Common and Long Pond continued during 1989 as the design consultants worked to finalize their plans.

July 1, 1989 saw the beginning of the Town's recycling program with the cooperation and assistance of the Town's Board of Selectmen and Recycling Committee. The recycling program started with mandatory recycling of newspapers. By mid-November, over 350 tons of newspapers had been removed from the Town's waste stream. In September, voluntary recycling of glass began and the voluntary recycling of metals began shortly thereafter.

During June, many residents attended the dedication of the Wamesit Indian statue which was the result of residents generosity and the assistance of the Town's Public Works Department.

Another new program was the completion of a risk management study in the summer. This study has resulted in savings that have more than offset its costs as well as improving coverages.

A Police Management study was completed and presented to the Board of Selectmen, which confirmed the quality of the Town's Police Department. However, some of the study's recommendations have had to be delayed due to the Town's fiscal constraints.

In closing, the past year was marked by significant accomplishments while at the same time addressing budget problems caused by the State's fiscal crisis. Many of these accomplishments were achieved with the cooperation and assistance of the Board of Selectmen; the various Town boards, commissions, and committees, the department heads, the Town employees, and Town residents. Hopefully, with this foundation of cooperation and assistance we will be able to tackle the issues and concerns of the nineteen nineties and particularly the impacts from the Commonwealth's fiscal problems and the slowing of the Commonwealth's economy which appears to be the paramount issue for 1990.

Town Counsel

During the year 1989, your Town Counsel, Charles J. Zaroulis, Esq., has represented the Town of Tewksbury in litigation before the District Court of Lowell, Middlesex Superior Court, the Land Court, the Appeals Court, the Supreme Judicial Court, and also in matters before the Appellate Tax Board and before the U.S. Bankruptcy Court.

Where towns are now liable for acts of negligence by its officers and employees and civil rights actions are becoming more prevalent, it becomes important that all officials and employees correct those conditions which might result in litigation. Your Town Counsel encourages preventive law and requests that if a potential problem exists to communicate with Town Counsel as soon as possible to prevent any injury, damages, and litigation and to make town government more responsive to the safety and well-being of its citizens.

There has been an increase in litigation and with the ever increasing pressure for land use, many cases have been filed in the Land Court and Middlesex Superior Court regarding variances, zoning violations, and special permits.

In addition to court and administrative hearings, your Town Counsel has appeared before state agencies, prepared legal documents, contracts, deeds, easements, court pleadings, and memoranda and opinions for various departments, has drafted by-laws, rules and regulations, and Town Meeting articles.

I again wish to thank the Board of Selectmen and Town Manager, the several Boards and Departments and their officers and employees for the excellent cooperation afforded to me during the past year.

Charles J. Zaroulis
TOWN COUNSEL

Planning Board

The Tewksbury Planning Board Officers for 1989 are: Chairman, Robert P. Sullivan; Vice Chairman, Robert A. Fowler; Clerk, Cheryl L. Busch; Members, George B. Donovan and Richard A. Krause.

Nineteen Hundred and Eighty Nine was a busy and successful year for the Planning Board. The Board received twenty seven site plan special permit applications during the year. Nearly half of these application's affected property with frontage on Main Street. The remaining applications were generally for property located in various sections of Town.

The Planning Board has also been working for traffic improvements in Town, most notably on Route 133 and Route 38, the two main arteries in Tewksbury. The construction of the North Street Industrial Access Road will mitigate traffic on both Route 133 and North Street at peak travel periods during the day. Also, the re-design for the Main and Shawsheen Street intersection will be completed by year's end. Improvements to this intersection should allow for smoother vehicular movement in South Tewksbury.

The Board meets on the second and fourth Monday's of each month at 6:30 PM. The Planning Board office is open to the public weekdays from 8:30 AM to 4:30 PM.

The Chairman would like to thank the Board Members, the Secretary, and the Planning Director for their hard work and dedication to the Town during the past year. It is certain the Town will benefit from the efforts of these people.

Respectfully Submitted,
Robert P. Sullivan, *Chairman*
Tewksbury Planning Board

Planning Board Salaries

	Regular	Overtime
Cheryl L. Busch	\$ 800.00	
George B. Donovan	800.00	
Robert A. Fowler	800.00	
Richard A. Krause	800.00	
Robert P. Sullivan	1,150.00	
Shannon Doherty	10,004.00	\$ 721.45
Sean T. Sullivan	33,498.00	2,928.00

Personnel Board

1989 ANNUAL REPORT OF THE PERSONNEL BOARD

The Personnel Board was established in 1961 by an act of the State Legislature. Members are appointed by the Board of Selectmen. The original duties of the board were to study the problem of compensation of all Town employees, except those filled by popular election and professional positions under the direction and control of the School Committee and to prepare a wage and classification plan and personnel policy plan. Since the implementation of the Collective Bargaining Law, the majority of Town employees are covered under Police, Police Superior Officers, Fire and Municipal Employee contracts. The Personnel Board is responsible only for the positions not included in the four contracts.

In 1989, the Personnel Board, assisted by the Town Manager, spent a great deal of time reviewing the Municipal Bench Mark Salary Survey compiled by the Massachusetts Municipal Personnel Association. Salaries of positions in towns comparable in size to Tewksbury, were studied and compared to salaries of similar positions in the Town of Tewksbury, to make certain that Tewksbury remains on a competitive level with other towns.

Numerous amendments to the Personnel By Law were approved in 1989. The Personnel By Law is currently being prepared for printing and the revised edition will be available in the spring of 1990.

Current and accurate sick time and vacation records of all Town employees are maintained by the Personnel Board. This is especially important for retirement purposes.

Meetings are held on the second and fourth Thursdays of each month at 7:30 P.M. in the lower Town Hall and are open to the public.

Respectfully submitted,
PERSONNEL BOARD
William Blakeney, *Chairman*
Donna Gill, *Clerk*
Michael F. Skerry, Jr.
H. David Perry
John Day

Dog Officer

I would like to thank all the people who obey the leash law in Tewksbury, although I am sorry to report that only a small percent remembers. All dogs in Tewksbury should be licensed and have their rabies shots. If your dog is not licensed and is picked up, it is very hard to trace the owner of the dog. Let's protect our children (from dog bites, etc.) and keep our dogs restrained.

I would like to make you aware if your dog is picked up there will be an administration fee of \$25.00, plus \$2.00 per day, board and keep, up to \$100.00, plus fines as follows:

First Offense	\$25.00
Second Offense	\$50.00
Third Offense	\$50.00
Fourth Offense & After	\$50.00

So get your dog licensed and have all the required shots.

Walter Collins, Dog Officer

Board of Appeals

The Board of Appeals has the duty of reviewing and rendering decisions on applications which request variances or special permits from Zoning By-Law and permitted land uses. The Board accepts such applications once a month, and after issuing public notices, conducts public hearings concerning those applications in the next given month.

Throughout the review process, the Board members investigate and view properties in question, while always inviting public comment. During the open hearings, the cases are discussed freely with complete regard for public opinion. In addition, the Board of Appeals actively seeks interaction with other Town agencies such as the Building Inspector, Planning Board, Conservation Commission and the Office of Town Counsel. The Board of Appeals sincerely hopes that its efforts throughout the year exemplify a high degree of community involvement and municipal cooperation, and that its decisions in 1989 helped to make Tewksbury a better community for all its residents.

In 1989, the Board of Appeals accepted 275 applications for variances and/or special permits. Of the 264 applications for variances, 193 were granted, 45 were denied with 17 withdrawn and 9 currently tabled. In addition, there were 7 applications with requested combined variances and special permits of which 3 were granted, 1 was denied, 3 withdrawn, and 1 currently remains tabled. Of the 3 special permits, 1 special permit was granted and 1 was denied, 1 currently remains tabled. Finally, the Board of Appeals received 1 application for a comprehensive permit which was denied.

The Board of Appeals would like to thank the members of all the Boards and the citizens of Tewksbury who were so helpful in the year 1989.

Respectfully submitted,
Peter Downing, *Chairman*
Board of Appeals

MEMBERS OF THE BOARD

Peter Downing, *Chairman*
Donald McKinley, *Clerk*
Charles Stella
Patricia DiBiase
Bruce Gordon

Albert Woodman
Derek Sheehan
Marc Ginsburg
Robert Rodgers
William Ritchie

Town Clerk

TOWN STATISTICS

	1988	1989
Population	27,300	28,209
Licenses—Dogs	1,385	1,407
Sporting	965	1,032

FINANCIAL

1/1/89—12/31/89

Fees to Town Treasurer	\$16,333.85
Dog Fees to Treasurer	9,523.55
Sporting Licenses to State	9,705.60
Parking Fines to Town Treasurer	12,408.40
TOTAL	\$42,060.29

VITAL STATISTICS

	1988	1989
Births	332	388
Marriages	254	223
Deaths	166	165

Chapter 45, Section 15 of the Massachusetts General Laws: The Town Clerk will furnish blanks for the return of Births to parents, householders, physicians and registered hospital medical officers applying therefor.

The Town Clerk holds office hours Monday through Friday from 8:30 A.M. to 4:30 P.M., and Tuesday Evenings from 7:00 P.M. to 8:30 P.M.

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk

1988 ANNUAL TOWN CENSUS

The Annual Town Census is mailed to every residence in January. The annual census provides information needed to assure that the Town receives its fair share of state and federal funds.

The census information serves to provide: proof of residency to protect voting rights, and allows college students to apply for lower tuition at all Massachusetts state colleges.

The school census provides projection for future enrollments and related benefits which allow the school administrators to apply for additional state and federal funds.

Census information is also used for calculating veterans' benefits, housing for the elderly, and other related benefits.

The jury list is compiled from census information and a computer tape is forwarded to the Office of the Jury Commissioner.

A prompt and accurate census is very important for the inter-governmental requirements of town government.
8,293 census forms were mailed in 1989.

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk

Board of Registrars

Edward Creamer
Robert Hunter
Fred Montague, *Chairman*
Elizabeth A. Carey, *Town Clerk*

One of the major duties of the Board of Registrars is to conduct all voter registration sessions. Registrars are responsible for the voter registration process, for maintaining voter registration records, and for submitting certain records to the Secretary of State.

There are three (3) important lists the registrars are required to prepare: the annual street list, the annual card file of registered voters, and the registered voters list.

Certification of nomination papers, petitions, town meeting articles, and applications for absentee voting are also the duty of the Registrars. Applications for voting absentee may be requested from the Office of the Town Clerk. Information about absentee voting may be obtained by phoning the Town Clerk's Office at 851-2383.

Town residents may register to vote at the Town Clerk's Office, Monday through Friday, 8:30 A.M. to 4:30 P.M. and Tuesday evenings, 7:00 P.M. to 8:30 P.M. Prior to any election or town meeting, the Board of Registrars conducts a special voter registration session; the date and time are published in advance in the local newspapers.

PRECINCT ENROLLMENT:

Precinct 1	1,921
Precinct 1A	2,205
Precinct 2	1,884
Precinct 2A	1,729
Precinct 3	1,887
Precinct 3A	1,850
Precinct 4	1,910

PARTY ENROLLMENT:

Precinct	Democrat	Republican	Unenrolled	Total
1	648	177	1,096	1,921
1A	815	217	1,173	2,205
2	705	151	1,028	1,884
2A	618	145	966	1,729
3	682	207	998	1,887
3A	647	167	1,036	1,850
4	734	189	987	1,910
TOTAL	4,849	1,253	7,284	13,386

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk

PARKING CLERK

A hearing on any parking violation may be obtained upon

the written request of the registered owner of the vehicle, as stated on the parking ticket.

From November 1 until March 31, it shall be unlawful for any vehicle, other than one acting in an emergency, to be parked on any street from one-half an hour after sunset to one-half an hour before sunrise. (A fine of \$10.00 will be imposed for a violation of this section.)

Town By-Law: Article VI, Section 19. Any vehicle on any way in the Town interfering with the work of removing or plowing snow or removing ice from the way, may be removed by or under the direction of the Superintendent of Public Works to a public garage or any convenient place. The Superintendent of Public Works shall within a reasonable time, notify the Chief of Police of the removal of any such vehicle and of the place to which it has been removed, and the Chief of Police shall give like notice to the registered owner of the vehicle. The owner before being permitted to remove the vehicle shall establish his right to do so and pay to the Town or to the keeper of the place of storage, the cost of removal, and any other storage charges resulting therefrom.

This allows easy and uninterrupted access for the fire, police, school buses, snowplows, sanders, and other emergency vehicles.

1989 Fines collected and deposited with the Town Treasurer —\$12,515.50.

Town Handicap Parking Permits are available to eligible Tewksbury residents for use in the Handicap Parking spaces in Tewksbury. The special parking permits are not valid in other cities or towns. For further information pertaining to Town Handicap Parking Permits please notify the Town Clerk's office at 851-2383.

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk—Parking Clerk

Veterans' Services

Thomas B. Hodgson,
*Veterans' Agent/Labor Service Director/
Affirmative Action Officer*
Yolanda Luongo, *Assistant to the Veterans Agent*

Office hours from Monday to Friday, 8:30 A.M.-4:30 P.M.

Herewith is the annual report of the affairs of this office for 1989.

This department once again has been active in seeking VA Disability & Pension monies. We have thirty-seven cases approved with a dollar value of \$234,482. This is broken down as follows: \$157,750 annual, and \$76,725 for retro.

The Dept. of Veterans' Services offers to the Veteran and his dependents or Widows of Veterans, services in the many number of categories such as:

VA Pension Compensation	Tax Abatements
Hospitalization	Social Security Assistance
(in-patient & out-patient)	Disability Assistance
Drug & Alcohol Treatment	Industrial Accident Cases
Educational & Vocational	Retirement Matters
Training	Agent Orange Compensation
Burial Allowance	Medicare

Grave Markers (stones) Certificate of Eligibility,
 Military Records for first time homebuyers
 Copies of Discharges (DD-214)

We can also offer direct input to other agencies that can assist with other Social and Economic Benefits.

I would like to take this opportunity to thank all Veterans and fraternal organizations in our Town along with the patriotic & memorial committees for their time, efforts and contributions to the cause of Veterans and their families.

I wish to thank Mr. David Cressman, Town Manager, the Board of Selectmen and other Town departments for making this a most successful and gratifying year.

Respectfully submitted,
 Thomas B. Hodgson

Housing Authority

In the 1988's Annual Report, the Tewksbury Housing Authority announced that they had received a Planning Grant from the Executive Office of Communities and Development to expand our Elderly/Handicapped, Family and Special Needs Housing. However, due to the effects of the recent limitation placed on capital spending for public housing development, Elderly/Handicapped Housing has been withdrawn. Our Family Housing has been placed on a waiting list for funding, if funding becomes available in the future, and our Special Needs Housing has been frozen until the Executive Office of Human Services has completed its evaluation of operating dollar commitments.

The Authority has received 57 new applications for Elderly/Handicapped Housing in 1989, and our vacancy turnover was 18. We have had 1 unit turnover in our Family Housing Program, and we received 31 new applications that have been added to our family waiting list.

I again wish to express our sincere appreciation and thanks for all the cooperation afforded to us during the year by the Board of Selectmen and all Town Departments. I would also like to thank my fellow Commissioners, Mrs. Mary Delaney, Mr. Rolland Roy, Mr. Leo Chibas, and Mr. Salvatore Ciaccio — also Corinne Delaney, our Executive Director, our staff, and our maintenance men, for their service to the Authority.

Louise Gearty
 Chairman

TEWKSBURY REVOLVING FUND BALANCE SHEET AS OF 12/31/89

ASSETS

CASH

1112	Bay Bank #814-640-3	2,560.89	
1117	Petty Cash		
	TOTAL CASH		2,560.89

ACCOUNT RECEIVABLE

1120	Acct Recv Teller	1,495.59
1121	Account Recv MA 139-001	2,687.78
1122	Account Recv Section 8E	2,078.87
1123	Account Recv 667-C	6,346.47-

1124	Account Recv 707 S/S	3,888.34
1125	Account Recv 705-C	3,118.45
1126	Account Recv State Mod	6,020.29
1127	Account Recv 689-1	754.81
1128	Acct Recv Sect 8 Voucher	3,844.69
1129	Account Receivable Other	
1130	Acct Recv 705-3	4,550.34
1131	Acct Recv 667-4 Congregate	

TOTAL ACCT RECEIVABLE	16,425.33
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DEFERRED CHARGES

1290	Undistributed Charges	3,706.01
1291	Deferred Payroll	
1292	State Mod Charges	

TOTAL DEFERRED CHARGES	3,706.01
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TOTAL ASSETS	22,692.23
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LIABILITIES

ACCOUNT PAYABLES

2111	Account Pay Vendors	
2119	Account Payable Other	
2171	Federal Withholding Tax	1,965.00
2172	State Withholding Taxes	800.74
2173	Retirement Withheld	843.75
2174	Group Insurance	233.07
2175	Credit Union W/H	2,020.00
2176	Christmas W/H	610.00-
2179	Medicare Tax Withheld	
2180	FICA Tax Withheld	312.73

TOTAL ACCOUNT PAYABLES	5,565.29
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DEFERRED CREDITS

2290	Undistributed Credits	2,664.00
2291	Deferred Interest Income	302.26

TOTAL DEFERRED CREDITS	2,966.26
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ACCRUED LIABILITIES

2334	Accrued Utilities	
2335	Accrued Salaries	
2336	Accrued Insurance	
2337	Accrued Retirement	
2339	Accrued Other	

TOTAL ACCRUED LIABILITIES

ADVANCES TO REVOLV FUND

2401	Advance MA 139-001	5,000.00
2402	Advance Section 8E	575.68
2403	Advance 667-C	8,000.00
2404	Advance 707 S/S	35.00
2405	Advance 705-C	550.00

TOTAL ADV TO REVOLV FUND	14,160.68
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TOTAL LIABILITIES	22,692.23
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TEWKSBURY 667-C ELDERLY HOUSING BALANCE SHEET AS OF 12/31/89

ASSETS

CASH

1112	Bay Bank #020-165-0	8,664.49
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1114	Security Deposit Cash		
1117	Petty Cash	25.00	
	TOTAL CASH		8,689.49
	ACCOUNT RECEIVABLES		
1122	Tenants A/R 667-C	545.00	
112201	Tenants A/R 667-3		
1125	E.O.C.D. Subsidy		
1129	Other Account Recv		
	TOTAL ACCT. RECEIVABLES		545.00
	ADVANCES		
1155	Revolving Fund Advance	8,000.00	
	TOTAL ADVANCES		8,000.00
	INVESTMENTS		
1162	M.M.D.T. #44012870	93,560.91	
116201	MMDT Capital #1		
	44035426	4,585.72	
116202	MMDT Capital #2		
	44035418		
	TOTAL INVESTMENTS		98,146.63
	DEFERRED CHARGES		
1210	Prepaid Insurance	4,725.82	
1211	Prepaid Retirement		
1212	Inventory Fuel/Materials		
1290	Undistributed Charges		
	TOTAL DEFERRED CHARGES		4,725.82
	DEVELOPMENT COSTS		
1402	Development Cost	2,670,000.00	
1403	Less Dev Cost Liquidation	171,000.00-	
1404	Inventory Furn/Equipment	3,712.00	
140472	1475.2 Mgmt Maint Equip	4,000.00	
1405	Dev Cost Inventory Contra		
1406	Completed Mod Costs	68,603.50	
	TOTAL DEVELOPMENT COSTS		2,575,315.50
	TOTAL ASSETS		<u>2,695,422.44</u>
	LIABILITY & SURPLUS		
	ACCOUNT PAYABLES		
2111	Other (Schedule 4)		
2112	Contract Retention		
2114	Tenant Security Deposits		
2118	EOCD Subsidy Overpayment		
2119	Revolving Fund	6,346.47-	
	TOTAL ACCOUNT PAYABLES		6,346.47
	ACCRUED LIABILITIES		
2139	Accrued Liabilities Other		
	TOTAL ACCRUED LIABILITIES		
	DEFERRED CREDITS		
2290	Undistributed Credits		
	TOTAL DEFERRED CREDITS		

	FIXED LIABILITIES		
2321	Grants Issued	2,499,000.00	
2324	Completed Mod Contrib	68,603.50	
2325	Notes Issued	171,000.00	
2326	Less: Notes Retired	171,000.00-	
	TOTAL FIXED LIABILITIES		2,567,603.50
	SURPLUS		
2400	Valuation of Fixed Assets	7,712.00	
2560	Capital Reserve	3,764.24	
2590	Operating Reserve	66,682.47	
2700	Net Income (Deficit)	56,006.70	
	TOTAL SURPLUS		134,165.41
	TOTAL LIABILITY & SURPLUS		<u>2,695,422.44</u>

TEWKSBURY 667-C ELDERLY HOUSING
OPERATING STATEMENT FOR THE 6 MONTHS
ENDING 12/31/89

		Y-T-D
		ACTUAL
	OPERATING RECEIPTS	
3110	Shelter Rent—Tenants	113,515.00
3120	Utility Charges Tenants	
3190	Nondwelling Rentals	
3610	Interest Income	4,474.73
3690	Other Operating Rcpts	425.43
	*TOTAL OPERATING RECEIPTS	<u>118,415.16</u>
	OPERATING EXPENSES	
	ADMINISTRATIVE	
4110	Administrative Salaries	8,814.53
4130	Legal Expense	
4150	Travel	
4170	Accounting Fee	965.00
4171	Audit Fee	
4190	Sundry Admin Expenses	3,680.23
	*TOTAL ADMINISTRATIVE	<u>13,459.76</u>
	TENANT SERVICES	
4230	Tenant Services Other	
	*TOTAL TENANT SERVICES	<u></u>
	UTILITIES	
4310	Sewer & Water	1,332.50
4320	Electric	25,725.66
4330	Gas	8,413.29
4340	Fuel	
4360	Energy Conservation	
4390	Other Utilities	8,625.00
	*TOTAL UTILITIES	<u>44,096.45</u>
	MAINTENANCE	
4410	Maintenance Salaries	21,711.12
4420	Maintenance Materials	5,104.57
4430	Contract Cost	6,242.90
	*TOTAL MAINTENANCE	<u>33,058.59</u>

GENERAL EXPENSES		
4510	Insurance Expense	4,981.26
4540	Employee Benefits	6,028.35
*TOTAL GENERAL EXPENSES		11,009.61
RESERVES		
4790	Provision Oper Resv	3,064.50
*TOTAL RESERVES		3,064.50
EOCD COSTS		
4800	EOCD Directed Cost	1,341.03
*TOTAL EOCD COSTS		1,341.03
ADJ'S & NONROUTINE COSTS		
6010	Prior Year Adjustment	85.36
6510	Extraordinary Maint	331.67
*TOTAL ADJ'S & NONROUTINE		417.03
EQUIPMENT COSTS		
7520	Replace Equipment	
7530	Rcpts Sale of Equipment	
7540	Betterments & Additions	4,000.00
*TOTAL EQUIPMENT COSTS		4,000.00
EOCD CONTRIBUTIONS		
8020	EOCD Subsidy A/C 7300	48,038.51
*TOTAL EOCD CONTRIBUTIONS		48,038.51
*NET INCOME,—Deficit		56,006.70

TOTAL DEVELOPMENT COSTS	482.49
TOTAL ASSETS	24,945.19

LIABILITY & SURPLUS		
ACCOUNT PAYABLE		
2111	Other (Schedule 4)	
2112	Contract Retention	
2119	Revolving Fund	754.81-
TOTAL ACCOUNT PAYABLE		754.81-
DEFERRED CREDITS		
2290	Undistributed Credits	
TOTAL DEFERRED CREDITS		
FIXED LIABILITIES		
2320	Grants Issued	25,000.00
TOTAL FIXED LIABILITIES		25,000.00
SURPLUS		
2400	Valuation Fixed Assets	
2460	Gifts & Donations	700.00
2560	Capital Reserve	
2590	Operating Reserve	
2700	Net Income (Deficit)	
TOTAL SURPLUS		700.00
TOTAL LIABILITY & SURPLUS		24,945.19

TEWKSBURY 689-1 DMH CONGREGATE HOUSING
BALANCE SHEET SUBSIDIARY SCHEDULE
AS OF 12/31/89

TEWKSBURY 689-1 DMH CONGREGATE HOUSING		
BALANCE SHEET AS OF 12/31/89		
ASSETS		
CASH		
1112	M.M.D.T. #44041564	24,462.70
TOTAL CASH		24,462.70
ACCOUNT RECEIVABLE		
1129	Other Account Recv	
TOTAL ACCOUNT RECEIVABLE		
ADVANCES		
1155	Revolving Fund Advance	
TOTAL ADVANCES		
DEFERRED CHARGES		
1210	Prepaid Insurance	
1211	Prepaid Retirement	
1290	Undistributed Charges	
TOTAL DEFERRED CHARGES		
DEVELOPMENT COSTS		
1402	Development Costs	482.49

	Current	Balance
1402	DEVELOPMENT COSTS	
141001	Exec Director Salary	
141002	Other Salaries	
141004	Legal Fees	
141005	Accounting/Audit Fees	
141006	Advertising Costs	
141009	Employee Benefits	
141010	Travel	
141011	Insurance	
141019	Sundry Admin Costs	
142007	Interest Income	1,045.73-
142008	Other Income	1,679.34-
143001	Architect Fee (Basic)	
143002	Extra Architect Fees	
143003	Surveys	
143004	Borings & Test Pits	
143005	Printing & Bidding	
143006	Special Constr Invest	
143007	Inspection Cost	
143008	Measured Drawings	
143009	Construction Testing	
143010	Other Consulting Fees	
143019	Sundry Planning	
144001	Land/Building Purchase	
144002	Building Maintenance	
144003	Accrued Taxes	
144004	Appraisal Fees	

144005	Recording Fees		
144006	Relocation Fees		
145001	Construction Contract		
145002	Demolition		
145009	Contract By Others		
145010	Miscellaneous		
146501	Ranges & Refrigerators		
147501	Office Furnishings		
147502	Maintenance Equipment		
147503	Comm Room Equip		
147504	Congregate Equipment	1,215.96	
147507	Automotive Equipment		
149000	EOCD Close Out Costs		
TOTAL		692.22-	482.49

TEWKSBURY 705-C FAMILY HOUSING
BALANCE SHEET AS OF 12/31/89

ASSETS

CASH			
1112	Andover Bank #02-9148697	1,567.52	
1117	Petty Cash		
TOTAL CASH			1,567.52
ACCOUNT RECEIVABLES			
1122	Tenants Account Recv	597.00	
1125	E.O.C.D. Subsidy		
1129	Other Account Recv		
TOTAL ACCT RECEIVABLES			597.00
ADVANCES			
1155	Revolving Fund Advance	550.00	
TOTAL ADVANCES			550.00
INVESTMENTS			
1162	M.M.D.T. #44012524	12,326.52	
116201	MMDT Capital #44036127	1,464.00	
TOTAL INVESTMENTS			13,790.52
DEFERRED CHARGES			
1210	Prepaid Insurance	223.38	
1211	Prepaid Retirement		
1212	Inventory Fuel/Materials		
1290	Undistributed Charges		
TOTAL DEFERRED CHARGES			223.38
DEVELOPMENT COSTS			
1402	Development Cost	210,000.00	
1403	Less Dev Cost Liquidation		
1404	Inventory Furn/Equipment	1,300.00	
1405	Dev Cost Inventory Contra		
TOTAL DEVELOPMENT COSTS			211,300.00
TOTAL ASSETS			<u>228,028.42</u>

LIABILITY & SURPLUS

ACCOUNT PAYABLES			
2111	Other (Schedule 4)		
2112	Contract Retention		
2118	EOCD Subsidy Overpayment		
2119	Revolving Fund	3,118.45	
TOTAL ACCOUNT PAYABLES			3,118.45
ACCRUED LIABILITIES			
2137	Payment in Lieu of Taxes		
2139	Accrued Liabilities Other		
TOTAL ACCRUED LIABILITIES			
DEFERRED CREDITS			
2290	Undistributed Credits		
TOTAL DEFERRED CREDITS			
FIXED LIABILITIES			
2321	Grants Issued	210,000.00	
2324	Modernization Contrib		
TOTAL FIXED LIABILITIES			210,000.00
SURPLUS			
2400	Valuation of Fixed Assets	1,300.00	
2560	Capital Reserve	1,200.00	
2590	Operating Reserve	8,736.36	
2700	Net Income (Deficit)	3,673.61	
TOTAL SURPLUS			14,909.97
TOTAL LIABILITY & SURPLUS			<u>228,028.42</u>

TEWKSBURY 705-C FAMILY HOUSING
OPERATING STATEMENT FOR THE 6 MONTHS
ENDING 12/31/89

		Y-T-D ACTUAL
OPERATING RECEIPTS		
3110	Shelter Rent—Tenants	5,386.00
3120	Utility Charges Tenants	
3190	Nondwelling Rentals	
3610	Interest Income	595.11
3690	Other Operating Rcpts	
*TOTAL OPERATING RECEIPTS		<u>5,981.11</u>
OPERATING EXPENSES		
ADMINISTRATIVE		
4110	Administrative Salaries	342.31
4130	Legal Expense	
4150	Travel	
4170	Accounting Fee	400.00
4171	Audit Fee	

4190	Sundry Admin Expenses	135.49
	*TOTAL ADMINISTRATIVE	<u>877.80</u>
	TENANT SERVICES	
4230	Tenant Services Other	
	*TOTAL TENANT SERVICES	
	UTILITIES	
4310	Sewer & Water	663.00
4320	Electric	
4330	Gas	58.22
4340	Fuel	
4360	Energy Conservation	
4390	Other Utilities	
	*TOTAL UTILITIES	<u>721.22</u>
	MAINTENANCE	
4410	Maintenance Salaries	2,640.49
4420	Maintenance Materials	490.91
4430	Contract Cost	315.69
	*TOTAL MAINTENANCE	<u>3,447.09</u>
	GENERAL EXPENSES	
4510	Insurance Expense	311.95
4520	P.I.L.O.T.	
4540	Employee Benefits	651.83
	*TOTAL GENERAL EXPENSES	<u>963.78</u>
	RESERVES	
4790	Provision Oper Resv	700.00
	*TOTAL RESERVES	<u>700.00</u>
	EOCD COSTS	
4800	EOCD Directed Cost	40.74
	*TOTAL EOCD COSTS	<u>40.74</u>
	ADJ'S & NONROUTINE COSTS	
6010	Prior Year Adjustment	9.27
6510	Extraordinary Maint	331.66
	*TOTAL ADJS'S & NONROUTINE	<u>340.93</u>
	EQUIPMENT COSTS	
7520	Replace Equipment	638.00
7530	Rcpts Sale of Property	
7540	Betterments & Additions	
	*TOTAL EQUIPMENT COSTS	<u>638.00</u>
	EOCD CONTRIBUTIONS	
8020	EOCD Subsidy A/C 7300	5,422.06
	*TOTAL EOCD CONTRIBUTIONS	<u>5,422.06</u>
	*NET INCOME,—DEFICIT	<u><u>3,673.61</u></u>

TEWKSBURY 707 LEASED HOUSING
BALANCE SHEET AS OF 12/31/89

ASSETS

	CASH	
1112	M.M.D.T. #44048122	6,788.27
1117	PETTY CASH	
	TOTAL CASH	<u>6,788.27</u>
	ACCOUNT RECEIVABLES	
1122	Account Recv—Tenants	
1125	Acct Recv Admin Fee	678.30-
1129	Account Recv—Other	
	TOTAL ACCT RECEIVABLES	<u>678.30-</u>
	ADVANCES	
1155	Revolving Fund Advance	35.00
	TOTAL ADVANCES	<u>35.00</u>
	DEFERRED CHARGES	
1290	Undistributed Charges	
1404	Inventory Furn/Equipment	1,685.75
	TOTAL DEFERRED CHARGES	<u>1,685.75</u>
	TOTAL ASSETS	<u><u>7,830.72</u></u>

TEWKSBURY 707 LEASED HOUSING
BALANCE SHEET AS OF 12/31/89

LIABILITY & SURPLUS

	ACCOUNT PAYABLE	
2111	Acct Pay—Other	
2118	Acct Pay EOCD Subsidy	
2119	Acct Pay Revolving Fund	3,888.34
	TOTAL ACCOUNT PAYABLE	<u>3,888.34</u>
	DEF LANDLORD CREDITS	
2209	Prepaid Admin Fee	
2210	Prepaid EOCD Payments	31,407.34
2215	Less Landlord Payments	29,878.89-
2216	Charges to Tenants	
	TOTAL DEFERRED LANDLORD CREDITS	<u>1,528.45</u>
	OTHER DEFERRED CREDITS	
2240	Prepaid Tenant Rents	
2290	Undistributed Credits	
	TOTAL OTHER DEFERRED CREDITS	
	SURPLUS	
2400	Valuation of Fixed Assets	1,685.75
2590	Operating Reserve	2,837.64
2700	Net Income,—Deficit	2,109.46-

TOTAL SURPLUS	2,413.93
TOTAL LIABILITY & SURPLUS	<u>7,830.72</u>

TEWKSBURY 707 LEASED HOUSING
BALANCE SHEET SUBSIDIARY SCHEDULE
AS OF 12/31/89

	Current	Balance
1404 INVENTORY FURN/EQUIP		
14071 1475.1 MGMT office Eq.	600.00	1,685.75
TOTAL	<u>600.00</u>	<u>1,685.75</u>

TEWKSBURY 707 LEASED HOUSING
INCOME & EXPENSE STATEMENT
FOR THE 6 MONTHS ENDING 12/31/89

	Y-T-D ACTUAL
OPERATING RECEIPTS	
3401 Admin Fee 1st Qtr	
3402 Admin Fee 2nd Qtr	
3403 Admin Fee 3rd Qtr	
3404 Admin Fee 4th Qtr	
3610 Interest Income	243.48
3690 Miscellaneous Income	
*TOTAL OPERATING RECEIPTS	<u>243.48</u>

OPERATING EXPENSES

ADMINISTRATIVE	
4110 Administrative Salaries	712.00
4130 Legal Expense	
4150 Travel	14.74
4170 Accounting Fee	400.00
4171 Audit Fee	
4190 Sundry Admin Expenses	274.31
*TOTAL ADMINISTRATIVE	<u>1,401.05</u>

GENERAL EXPENSES

4510 Insurance Expense	18.97
4540 Employee Benefits	144.34
4800 EOCD Directed Costs	186.72

***TOTAL GENERAL EXPENSES** 350.03

ADJ'S & EXTRAORDINARY

6010 Prior Year Adjustments	1.86
6510 Extraordinary Maint.	

***TOTAL ADJ'S & EXTRAORDINARY** 1.86

EQUIPMENT COSTS

7520 Replace Equipment	
7530 Rcpts Sale of Equipment	
7540 Betterments & Additions	600.00

***TOTAL EQUIPMENT COSTS** 600.00

***NET INCOME,—DEFICIT** 2,109.46-

TEWKSBURY SECTION 8 EXISTING
OPERATING STATEMENT
FOR THE 6 MONTHS ENDING 12/31/89

	Y-T-D ACTUAL
EARNED CONTRIBUTIONS	
3110 Administrative Fee	7,901.22
3300 Interest Oper. Resv.	
3610 Interest Income	528.72
3690 Mobility Admin Fees	
*TOTAL EARNED CONTRIBUTION	<u>8,429.94</u>
ADMINISTRATIVE EXPENSES	
4110 Administrative Salaries	804.43
4130 Legal Fees	
4150 Travel	18.76
4170 Accounting Fee	300.00
4171 Audit Fee	
4180 Office Rent	
4190 Sundry Admin Costs	872.44
*TOTAL ADMINISTRATIVE EXPE	<u>1,995.63</u>
GENERAL EXPENSES	
4510 Insurance	273.13
4540 Employee Benefits	136.66
4590 Mobility Admin Payments	4,263.64
*TOTAL GENERAL EXPENSES	<u>4,673.43</u>
PRIOR YEAR ADJUSTMENTS	
6010 Affecting Residual Rcpts	1.86
*TOTAL PRIOR YEAR ADJUSTME	<u>1.86</u>
CAPITAL EXPENDITURES	
7520 Replace Equipment	
7530 Rcpts Sale of Equipment	
7540 Betterment & Additions	
7590 Property Purch Contra.	
*TOTAL CAPITAL EXPENDITURE	<u></u>
*NET INCOME,—DEFICIT	<u><u>1,759.02</u></u>

TEWKSBURY SECTION 8 EXISTING
BALANCE SHEET AS OF 12/31/89

ASSETS

CASH	
1111 Bay Bank #900-397-5	3,584.76
TOTAL CASH	<u>3,584.76</u>
ACCOUNT RECEIVABLES	
1122 A/R Back Rent	
1125 Account Receivable HUD	
1129 Account Receivable Other	

112901	Acct. Recv. Mob. N. And.	
112903	Acct Recv Mob Saugus	
	TOTAL ACCT RECEIVABLES	
	ADVANCES	
1155	Limited Revolving Fund	575.68
	TOTAL ADVANCES	575.68
	INVESTMENTS	
1162	Bay Bank #9003975	
	TOTAL INVESTMENTS	
	DEFERRED CHARGES	
1210	Prepaid Insurance	244.10
1211	Prepaid Retirement	
1290	Undistributed Charges	
	TOTAL DEFERRED CHARGES	244.10
	LAND STRUCTURES EQUIP	
147501	Office Furn. & Equipment	653.68
	TOTAL LAND STRUCTURES EQUIPMENT	653.68
	TOTAL ASSETS	<u>5,058.22</u>

LIABILITIES

	ACCOUNTS PAYABLE	
2118	Account Payable	
2119	Acct Payable Rev. Fund	2,078.87-
	TOTAL ACCOUNTS PAYABLE	2078.87-
	DEFERRED CREDITS	
2210	Prepaid Annual Contrib.	83,353.00
2215	H.A.P. 'S A/C 4715	75,697.00-
2220	Cumulative Earned Contr	
2230	Contra Admin Fee Acct	7,901.22-
2290	Undistributed Credits	
	TOTAL DEFERRED CREDITS	245.22-
	SURPLUS FROM OPERATIONS	
2810	Unreserved Surplus	878,156.32-
2826	Operating Reserve	4,969.61
2827	Project Account Unfunded	201,448.73
2840	Cumulative HUD Contrib.	677,361.27
	TOTAL SURPLUS FROM OPERATIONS	5,623.29

	CURRENT OPERATIONS	
2920	Property Purchases Contra	
2930	Prior Yr Adj NA Res Rcpts	
2940	Residual Rcpts,—Deficit	1,759.02

TOTAL	
CURRENT OPERATIONS	1,759.02
TOTAL SURPLUS & LIAB.	<u>5,058.22</u>

TEWKSBURY MA 139-1 FEDERAL LEDGER BALANCE SHEET AS OF 12/31/89

	ASSETS	
	CASH	
1111	Bay Bank #814-631-4	2,261.21
1114	Security Deposit Fund	
	TOTAL CASH	2,261.21
	ACCOUNT RECEIVABLE	
1122	Tenants Acct Receivable	1,727.00
1125	Account Receivable HUD	
1129	Account Receivable Other	
	TOTAL ACCOUNT RECEIVABLE	1,727.00
	ADVANCES	
1155	Limited Revolving Fund	5,000.00
	TOTAL ADVANCES	5,000.00
	INVESTMENTS	
1162	Bay Bank #5171369 M/M	75,675.98
	TOTAL INVESTMENTS	75,675.98
	DEBT AMORT. FUNDS	
1177	Deposits with HUD	
	TOTAL DEBT AMORT. FUNDS	
	DEFERRED CHARGES	
1210	Prepaid Insurance	2,771.00
1211	Prepaid Retirement	
1290	Undistributed Charges	
	TOTAL DEFERRED CHARGES	2,771.00
	LAND STRUCTURES EQUIP	
1402	Development Cost 139-1	2,710,544.72
1403	Development Cost Contra	2,710,544.72-
1404	Land Structures Equip	2,712,860.23
	TOTAL LAND STRUCTURES EQUIPMENT	2,712,860.23
	TOTAL ASSETS	<u>2,800,295.42</u>

LIABILITIES & SURPLUS

	ACCOUNTS PAYABLE	
2111	Account Payable Vendors	
2118	Account Payable HUD	
2119	Acct Pay Revolving Fund	2,687.78
	TOTAL ACCOUNTS PAYABLE	2,687.78

ACCRUED LIABILITIES			
2130	Interest Pay Notes HUD		
213103	Int Pay Notes HUD	568,122.28	
2137	Accrued Pilot	4,500.06	
TOTAL ACCRUED LIABILITIES			572,622.34
DEFERRED CREDITS			
2290	Undistributed Credits		
2311	Permanent Note HUD	2,571,581.13	
TOTAL DEFERRED CREDITS			2,571,581.13
SURPLUS FROM OPERATIONS			
2810	Unreserved Surplus	964,504.80-	
2820	Operating Reserve	64,353.86	
TOTAL SURPLUS FROM OPER			900,150.94-
CUMULATIVE CONTRIBUTIONS			
2840	HUD Annual Contribution	540,264.55	
TOTAL CUMULATIVE CONTRIB.			540,264.55
CURRENT YEAR OPERATIONS			
2940	Residual Rcpts,—Deficits	13,290.56	
TOTAL CURRENT YEAR OPER			13,290.56-
TOTAL SURPLUS & LIAB			<u>2,800,295.42-</u>

TEWKSBURY MA 139-1 FEDERAL LEDGER
BALANCE SHEET SUBSIDIARY SCHEDULE
AS OF 12/31/89

	Current	Balance
1402 DEVELOPMENT COST		
139-1		
140201 Site A/C 1440	1.00	1.00
140202 Site Improve A/C 1450	600,343.00	600,343.00
140203 Dwell Const. 1460	1,484,487.00	1,484,487.00
140204 Dwell Equip 1465	7,320.00	7,320.00
140205 Nondwell Equip 1470	46,474.00	46,474.00
140207 Arch/Eng Svcs 1430.1	65,000.00	65,000.00
140208 Other Dev. Price	342,000.00	342,000.00
140210 Nontech Sal 1410.1	9,987.75	9,987.75
140212 Legal 1410.4	3,096.00	3,096.00
140213 Benefits 1410.9	268.93	268.93
140214 Travel 1410.10	176.29	176.29
140217 Telephone 1410.6	1,263.79	1,263.79
140219 Sundry 1410.19	14,559.49	14,559.49
140221 Liquid Damages 1415	1,450.00-	1,450.00-
140222 Interest to HUD 1420.1	12,463.15	12,463.15
140223 Int. Notes Non		
HUD 1420.2	61,716.27	61,716.27
140225 Interest Inc 1420.7	90,189.59-	90,189.59-
140227 IOP Deficit 1425	5,252.46	5,252.46
140229 Consulting Fee 1430.2	4,200.00	4,200.00
140231 Inspection Cost 1430.1	32,750.00	32,750.00
140232 Fee HUD Svcs 1430.9	5,457.16	5,457.16
140233 Sundry Planning 1430.19	430.00	430.00
140238 Surveys/Maps 1440.4	1,305.00	1,305.00
140240 Title Info 1440.6	7,894.68	7,894.68
140247 Site Improv 1450	34,825.07	34,825.07
140248 Dwell Const 1460	838.78	838.78
140249 Dwell Equipment 1465	27,924.67	27,924.67

140250	Nondwell Constr 1470	5,788.86	5,788.86
140271	Office Equip 1475.1	2,681.75	2,681.75
140272	Maint Equip 1475.2	16,091.48	16,091.48
140273	Community Equip 1475.3	2,887.73	2,887.73
140277	Auto Equip 1475.7	4,700.00	4,700.00
TOTAL		2,710,544.72	2,710,544.72

1404	LAND STRUCTURES		
	EQUIP		
140405	1405 Indirect Dev Cost	70,631.38	70,631.38
140440	1440 Site Acquisition	1.19	1.19
140450	1450 Site Improvements	747,966.16	747,966.16
140460	1460 Dwelling Structures	1,767,840.25	1,767,840.25
140465	1465.1 Dwelling Equip	36,637.70	36,637.70
140470	1470 Nondwell Structures	61,107.08	61,107.08
144751	1475.1 Office Equip	4,457.30	4,457.30
144752	1475.2 Maintenance Equip	16,631.44	16,631.44
144753	1475.3 Community Equip	2,887.73	2,887.73
144757	1475.7 Automotive Equip	4,700.00	4,700.00
TOTAL		2,712,860.23	2,712,860.23

TEWKSBURY MA 139-1 FEDERAL LEDGER
OPERATION RCPTS & EXPEND
FOR THE 6 MONTHS ENDING 12/31/89

	Y—T—D
	ACTUAL
OPERATING RECEIPTS	
3110 Dwelling Rents	70,138.00
3120 Excess Utilities	36.00
3190 Nondwelling Rentals	
3610 Interest Income	3,037.26
3690 Miscellaneous Income	179.40

*TOTAL OPERATING RECEIPTS 73,390.66

OPERATING EXPENSES

ADMINISTRATION	
4110 Administrative Salaries	8,698.14
4130 Legal Expense	
4140 Staff Training	
4150 Travel	106.30
4170 Accounting Fee	1,500.00
4171 Audit Fee	
4190 Sundry Admin Costs	1,633.93

*TOTAL ADMINISTRATION 11,938.37

TENANT SERVICES

4230 Tenant Services Other	
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*TOTAL TENANT SERVICES

UTILITIES

4310 Water	1,437.05
4320 Electric	11,256.39
4340 Fuel	

*TOTAL UTILITIES 12,693.44

MAINTENANCE

4410 Maintenance Salaries	16,146.66
4420 Maintenance Materials	2,663.79
4430 Contract Cost	149.17

*TOTAL MAINTENANCE	18,959.62
GENERAL EXPENSES	
4510 Insurance	4,940.56
4520 Pilot Expense	5,748.06
4540 Employee Benefits	5,410.44
4570 Collection Losses	
*TOTAL GENERAL EXPENSES	16,099.06
NONROUTINE MAINT.	
4610 Extraordinary Maintenance	331.67
4620 Casualty Losses	
*TOTAL NONROUTINE MAINT.	331.67
INTEREST EXPENSE	
5610 Interest Notes & Bonds	
6000 Prior Year Adjustment	
6010 Prior Yr Adj Affect RR	77.94
6020 Prior Yr Adj NA Res Rcpts	
*TOTAL INTEREST EXPENSE	77.94
CAPITAL EXPENDITURES	
7520 Replace Equipment	
7530 Rcpts Sale of Equip	
7540 Betterments & Additions	
7560 Casualty Loss Capitalized	
7590 Property Purchases Contra	
*TOTAL CAPITAL EXPENDITURE	
HUD CONTRIBUTIONS	
8020 Current Yr Contribution	
8021 Prior Yr Adjustment	
*TOTAL HUD CONTRIBUTIONS	
*RESIDUAL RCPTS (DEFICIT)	13,290.56

**TEWKSBURY SECTION 8 VOUCHER
BALANCE SHEET AS OF 12/31/89**

ASSETS

CASH	
1111 Bay Bank #1133-513-6	19,717.65
TOTAL CASH	19,717.65
ACCOUNT RECEIVABLES	
1122 Acct. Recv. Tenants	
1125 Account Receivable HUD	
1129 Account Receivable Other	
112901 A/R MOB-Somerville	1,372.00-
TOTAL ACCT RECEIVABLES	1,372.00-
ADVANCES	
1155 Limited Revolving Fund	
TOTAL ADVANCES	

INVESTMENTS	
1162 Bay Bank #11335136	
TOTAL INVESTMENTS	
DEFERRED CHARGES	
1210 Prepaid Insurance	390.27
1211 Prepaid Retirement	
1290 Undistributed Charges	
TOTAL DEFERRED CHARGES	390.27
LAND STRUCTURES EQUIP	
147501 Office Equipment	385.00
TOTAL LAND STRUCTURES EQUIPMENT	385.00
TOTAL ASSETS	19,120.92

LIABILITIES

ACCOUNTS PAYABLE	
2111 Account Payable Vendors	50.00-
2118 Account Payable HUD	2,426.98
2119 Acct Payable Rev. Fund	3,844.69
TOTAL ACCOUNTS PAYABLE	6221.67
DEFERRED CREDITS	
2210 Prepaid Annual Contrib.	176,817.00
2215 H.A.P. 'S A/C 4715	76,407.44-
221502 HAP Pymts. 002	36,912.00-
221503 HAP Pymts 003	33,324.00-
2220 Cumulative Earned Contrib	
2230 Contra Admin Fee Acct	13,922.49-
2290 Undistributed Credits	

TOTAL DEFERRED CREDITS 16,251.07

SURPLUS FROM OPERATIONS

2810 Unreserved Surplus	405,083.88-
2826 Operating Reserve	
2827 Project Account Unfunded	97,293.13
2840 Cumulative HUD Contrib.	302,644.87

TOTAL SURPLUS FROM OPERATIONS 5,145.88-

CURRENT OPERATIONS

2940 Residual Rcpts,—Deficit	1,794.06
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TOTAL CURRENT OPERATIONS 1,794.06
TOTAL SURPLUS & LIAB. 19,120.92

**TEWKSBURY SECTION 8 VOUCHER
OPERATING STATEMENT
FOR THE 6 MONTHS ENDING 12/31/89**

EARNED CONTRIBUTIONS	
3110 Administrative Fee	6,426.81

Y—T—D
ACTUAL

311002	Admin Fee 002	3,819.62
311003	Admin Fee 003	3,676.06
3120	Preliminary Fee	
3610	Interest Income	643.58
3690	Mobility Admin Fees	

*TOTAL EARNED CONTRIBUTION 14,566.07

PRELIMINARY EXPENSES

4002	Prelim Admin Salaries	2,426.98
4003	Prelim Legal	
4004	Prelim Travel	
4005	Prelim Accounting Fee	
4006	Prelim Sundry Admin Costs	
4007	Prelim Insurance	
4008	Prelim Employee Benefits	
4009	Prelim Equipment	

*TOTAL PRELIMINARY EXPENSE 2,426.98

ADMINISTRATIVE EXPENSES

4110	Administrative Salaries	3,269.07
4130	Legal Fees	
4150	Travel	83.38
4170	Accounting Fee	500.00
4171	Audit Fee	
4180	Office Rent	
4190	Sundry Admin Costs	1,712.16

*TOTAL ADMINISTRATIVE EXPE 5,564.61

*GENERAL EXPENSES

4510	Insurance	499.13
4540	Employee Benefits	674.89
4590	Mobility Admin Payments	3,597.13

*TOTAL GENERAL EXPENSES 4,771.15

PRIOR YEAR ADJUSTMENTS

6010	Affecting Residual Rcpts	9.27
6020	Prior Yr Adj Na Res Rcpts	

*TOTAL PRIOR YEAR ADJUSTME 9.27

CAPITAL EXPENDITURES

7520	Replace Equipment	
7530	Rcpts Sale of Equipment	
7540	Betterment & Additions	
7590	Property Purchases Contra	

*TOTAL CAPITAL EXPENDITURE

*NET INCOME,—DEFICIT 1,794.06

TEWKSBURY 705-3 DEVELOPMENT LEDGER

BALANCE SHEET AS OF 12/31/89

ASSETS

1112	CASH	
	M.M.D.T. #44229383	24,715.87
	TOTAL CASH	<u>24,715.87</u>

ACCOUNT RECEIVABLE
1129 Other Account Recv
TOTAL ACCOUNT RECEIVABLE

ADVANCES
1155 Revolving Fund Advance

TOTAL ADVANCES

DEFERRED CHARGES
1210 Prepaid Insurance
1211 Prepaid Retirement
1290 Undistributed Charges

TOTAL DEFERRED CHARGES

DEVELOPMENT COSTS
1402 Development Costs 4,834.47

TOTAL DEVELOPMENT COSTS 4,834.47
TOTAL ASSETS 29,550.34

LIABILITY & SURPLUS

ACCOUNT PAYABLE
2111 Other (Schedule 4)
2112 Contract Retention
2119 Revolving Fund 4,550.34

TOTAL ACCOUNT PAYABLE 4,550.34

DEFERRED CREDITS
2290 Undistributed Credits

TOTAL DEFERRED CREDITS

FIXED LIABILITIES
2320 Grants Issued 25,000.00

TOTAL FIXED LIABILITIES 25,000.00

SURPLUS
2400 Valuation Fixed Assets
2560 Capital Reserve
2590 Operating Reserve
2700 Net Income (Deficit)

TOTAL SURPLUS
TOTAL LIABILITY & SURPLUS 29,550.34

TEWKSBURY 705-3 DEVELOPMENT LEDGER BALANCE SHEET SUBSIDIARY SCHEDULE AS OF 12/31/89

		Current	Balance
1402	DEVELOPMENT COSTS		
141001	Exec Director Salary	4,854.00	4,854.00
141002	Other Salaries		
141004	Legal Fees		
141005	Accounting/Audit Fees	160.00	320.00

141006	Advertising Costs		
141009	Employee Benefits	258.55	258.55
141010	Travel		
141011	Insurance	132.79	132.79
141019	Sundry Admin Costs		
142007	Interest Income	1,061.50-	1,585.87-
142008	Other Income		
143001	Architect Fee (Basic)		
143002	Extra Architect Fees		
143003	Surveys		855.00
143004	Borings & Test Pits		
143005	Printing & Bidding		
143006	Special Constr. Invest		
143007	Inspection Cost		
143008	Measured Drawings		
143009	Construction Testing		
143010	Other Consulting Fees		
143019	Sundry Planning		
144001	Land/Building Purchase		
144002	Building Maintenance		
144003	Accrued Taxes		
144004	Appraisal Fees		
144005	Recording Fees		
144006	Relocation Fees		
145001	Construction Contract		
145002	Demolition		
145009	Contract By Others		
145010	Miscellaneous		
146501	Ranges & Refrigerators		
147501	Office Furnishings		
147502	Maintenance Equipment		
147503	Community Room Equip		
147504	Congregate Equipment		
147507	Automotive Equipment		
149000	EOCD Close Out Costs		
TOTAL		4,343.84	4,834.47

TEWKSBURY TELLER PROGRAM
BALANCE SHEET AS OF 12/31/89

ASSETS

CASH			
1112	Bay Bank #16703680	2,179.66	
TOTAL CASH			2,179.66
ACCOUNT RECEIVABLE			
1129	Other Account Recv		
TOTAL ACCOUNT RECEIVABLE			
DEFERRED CHARGES			
1290	Undistributed Charges		
TOTAL DEFERRED CHARGES			
DEVELOPMENT COSTS			
1402	Development Costs	1,315.93	
TOTAL DEVELOPMENT COSTS			1,315.93
TOTAL ASSETS			3,495.59

LIABILITIES & SURPLUS

ACCOUNT PAYABLE			
2111	Acct Payable Other		
2119	Revolving Fund	1,495.59	
TOTAL ACCOUNT PAYABLE			1,495.59
DEFERRED CREDITS			
2290	Undistributed Credits		
TOTAL DEFERRED CREDITS			
TELLER DEVELOPER FEES			
299501	First Developer Fees	2,000.00	
TOTAL TELLER DEVELOPER FEES			2,000.00
TOTAL LIABILITY & SURPLUS			3,495.59
2999	NET INCOME (DEFICIT)		

TEWKSBURY TELLER PROGRAM
BALANCE SHEET SUBSIDIARY SCHEDULE
AS OF 12/31/89

		Current	Balance
1402	Development Costs		
141001	Exec Director Salary		
141002	Other Salaries		
141004	Legal Fees		
141005	Accounting/Audit Fees		
141006	Advertising Costs		
141009	Employee Benefits		
141010	Travel		
141011	Insurance		
141019	Sundry Admin Costs		70.00
142007	Interest Income	54.14-	179.66-
142008	Other Income		
143001	Architect Fee (Basic)		
143002	Extra Architect Fees		
143003	Surveys		
143004	Borings & Test Pits		
143005	Printing & Bidding		
143006	Special Constr. Invest		
143007	Inspection Cost		
143008	Measured Drawings		
143009	Construction Testing		
143010	Other Consulting Fees		
143019	Sundry Planning		
144001	Land/Building Purchase		
144002	Building Maintenance		
144003	Accrued Taxes		
144004	Appraisal Fees		
144005	Recording Fees		
144006	Relocation Fees		
145001	Construction Contract	1,025.64	1,025.64
145002	Demolition		
145009	Contract By Others		
145010	Miscellaneous		
146501	Ranges & Refrigerators		
147501	Office Furnishings		
147502	Maintenance Equipment		399.95
147503	Community Room Equip		

147504	Congregate Equipment		
147507	Automotive Equipment		
149000	EOCD Close Out Costs		
TOTAL		971.50	1,315.93

TEWKSBURY WORK PLAN MOD LEDGER
BALANCE SHEET AS OF 12/31/89

CASH			
1112	M.M.D.T. #44041556	13,304.42	
TOTAL CASH			13,304.42

ACCOUNTS RECEIVABLE			
1129	Account Recv Other		
TOTAL ACCOUNTS RECEIVABLE			

NET WORK PLAN COSTS			
140112	141001 Admin Sal LHA	17,319.64	
140113	141001 Admin Sal LHA		
140212	141002 Ten Coord Contract		
140213	141002 Ten Coord Contract		
140512	141005 Accounting LHA	2,230.00	
140513	141005 Accounting LHA	600.00	
140612	141006 ADS Contract	721.35	
140613	141006 ADS Contract		
140912	141009 Benefits LHA	797.16	
140913	141009 Benefits LHA		
141012	141009 Benefits Contract		
141013	141009 Benefits Contract		
141912	141019 Sundry Admin LHA		
141913	141019 Sundry Admin LHA		
142012	141019 Sundry Admin Cont	944.08	
142013	141019 Sundry Admin Cont		
142612	142006 Misc Inc Contract		
142613	142006 Misc Income Cont		
142712	142007 Interest Contract	1,553.18-	
142713	142007 Interest Contract		
143012	Morgenroth Arch	2,500.00	
143013	143001 Arch—Name		
143112	Kaminski Arch.	3,950.00	
143612	143002 Arch Reimb Contr	30.00	
143613	143002 Arch Reimb Contr		
143712	143007 Clerk Contract		
143713	143007 Clerk Contract		
145012	145001 Work Item #		
145013	145001 Work Item #		
145112	W/P 12 Paving Middlesex	14,355.20	
146512	146501 Ranges/Refrigs		
146513	146501 Ranges/Refrigs		
147512	147501 Office Equip LHA	6,164.80	
147513	147501 Office Equip LHA		
149112	1491 Operating Resv		
149113	1491 Operating Reserve		
149212	1492 Capital Reserve		
149213	1492 Capital Reserve		
149812	1498 Other Funds		
149813	1498 Other Funds		

TOTAL NET WORK PLAN COSTS 48,059.05

CONTRACT AWARDS	
1801	Middlesex Paving 145112

1802	Engineer Morgenroth	2,500.00
1803	Kaminski Arch.	11,850.00

TOTAL CONTRACT AWARDS 14,350.00

CONTRACT AWARD CONTRA		
1851	Middlesex Paving 145112	
1852	Engineering Morgenroth	2,500.00-
1853	Kaminski Arch.	11,850.00-

TOTAL CONTRACT AWARD CONTRA 14,350.00-

LIABILITIES AND CAPITAL

ACCOUNTS PAYABLE		
2111	Account Pay Other	
2119	Revolving Fund	6,020.29

TOTAL ACCOUNTS PAYABLE 6,020.29

A/P CONTRACT RETENTIONS		
221312	Retention Middlesex (12)	
221313	Retention W/P 13 Name	

TOTAL A/P CONTRACT RETENTIONS

UNDISTRIBUTED CREDITS		
2290	Undistributed Credits	

TOTAL UNDISTRIBUTED CREDITS

MOD WORK PLAN GRANTS		
290012	W/P 1002 667-C Dept 12	55,343.18
290013	W/P 1003 667-C Dept 13	

TOTAL MOD WORK PLAN GRANTS 55,343.18

TOTAL LIAB & GRANTS 61,363.47

COMMUNITY ACTIVITIES

Recreation Department

The goal of the Recreation Department is to provide leisure time activities for all residents of Tewksbury. The Department directs a wide variety of programs; some open to all, some involve competition with other towns, with teams of determined size. Whatever the program, the emphasis is always on the enjoyment of all who participate.

A word of thanks is extended to the hundreds of people who donate their time to make these programs a success.

BASEBALL

The Baseball Program consists of approximately 950 boys and girls, ages 6 through 15. The program consists of Senior Teams, International Teams, Major Teams, Minor Teams, Minor Farm Teams and Tee Ball Teams. Registration and try-outs are held in the fall with a supplemental registration and try-out in the spring.

BOYS' BASKETBALL

The Boys' Basketball Program consists of 256 boys on 21 teams—8 in the junior division, 7 in the intermediate division, and 6 in the senior division. Each team has a head coach and one or two assistants. Each boy plays an equal amount of time in each game. The program is for boys ages 9 through 14.

GIRLS' BASKETBALL

The Girls' Basketball Program is made up of two divisions consisting of approximately 200 girls. There are 20 teams, 8 teams in the junior division and 12 teams in the senior division. Each division chooses two All-Star teams that play mid-season. There are 3 tournament teams, one for the 5th/6th graders, one for the 7th/8th graders, and one for the 9th graders. These teams play in area tournaments.

BOWLING

Our Bowling Program consists of approximately 70 children between the ages of 8 and 14. There are a total of 4 leagues. Three leagues bowl on Saturday morning and one on Tuesday evening. Each league has a supervisor. The program includes a Turkey Roll-Off, Christmas Roll-Off, Christmas Party, and a banquet with trophies awarded.

FIGURE SKATING

The Figure Skating Program is a recreational program that enables the children of the town to learn the basic skills in figure skating according to the USFSA. This program is held on Monday nights at the Janas Rink for 28 weeks. Badges can be earned and at the end of the year there is a competition and exhibition.

FOOTBALL/CHEERING

The Youth Football Program under the Massachusetts Youth Football Association, fosters the principles of team play,

self-discipline and physical fitness by stressing the fundamentals of the game of football and insuring safe playing conditions. This year there were a total of 120 boys. The teams consisted of a travelling Midget and Junior Midget team and the intown teams were the Navajos, Pawnees, Sioux, and Cherokees.

As usual, these teams were cheered on by the cheerleading squads comprised of 93 girls between the ages of 8 and 13.

HOCKEY

The Youth Hockey Program provides instruction to children from mid September through April. There is a clinic to help beginners in the fundamentals of the game. There are 110 skaters in the instructional level and 250 players on the various teams.

KARATE

The Karate Program sponsored by the Recreation Department "kicked off" to a tremendous start. The style of karate being taught is Shorin-Ryu, which has its origin in Okinawa, Japan. Karate as a physical art provides excellent all-around exercise for the entire body, helping with coordination, strength and ability. Todd Keane is the Program Coordinator and holds classes two nights a week at the Trahan School for children and adults.

SOCCER

Over the course of a 12 week season, the Tewksbury Youth Soccer Program provides some 860 players the opportunity to enjoy the game of soccer. The intermural program consists of both boys and girls, ages 8 through 15. The teams play a 10 game season. The travelling teams are entered into the Middlesex Youth Soccer League and have enjoyed much success year after year.

GIRLS' SOFTBALL

The Girls' Softball Program provides summer recreation for approximately 261 girls, ages 10 to 17. This program has provided many girls who may not otherwise have had the opportunity, to try the sport of softball in a relaxed but competitive atmosphere at a very early age. There are 17 teams—8 junior and 9 senior. Girls' softball is played June through July.

SPECIAL NEEDS

Camp Pohelo, a six week day camp for special needs children, runs from 9 a.m. to 2 p.m. Monday through Friday. For the past years, the camp has been located at the Loella Dewing School. The children attending the camp participate in activities such as sports, field trips, music, games, and arts and crafts. In the past, there has been an instructional swimming program held three times a week. A bowling program is held each winter on Saturday afternoons for approximately eight weeks. All special needs children, ages 3 to 21 are eligible for Camp Pohelo. The staff consists of Chet Flynn, Director, 2 Team Leaders and 4 Senior Counselors.

SUMMER PLAYGROUND

The Tewksbury Recreation Department sponsored a six week Summer Playground Program that was held at the Livingston Street Park. The program had 413 children from

Tewksbury sign-up. All school age children are invited to participate in the playground activities. The playground for the first time offered day trips to the Northshore Music Theater, the Sports Museum and other interesting places throughout the summer and hopes to expand its cultural program in the coming years. The program runs from mid July through August between the hours of 9 a.m. and 1 p.m., Monday through Friday. The park is fully staffed with Team Leaders and Senior Counselors. The other activities offered include: arts and crafts, games, sports, tennis, and a closing jamboree and most important—lots of fun!

TENNIS

The Tennis Program involves boys and girls of all ages and a program for adults. Players are taught the basic strokes and strategy involved in match play. This past year we had an outstanding turn-out of 160 children and 50 adults. The program this year ran for 9 weeks with instruction for the children being held Monday through Friday morning and the instruction for the adults being held two evenings a week. There was a mini-tennis tournament held at the close of the program. The Recreation Department is hopeful that the program will continue to expand and flourish.

TRACK

The Tewksbury Recreation Department completed another successful season of track events at the Memorial High School track complex. Events were held for youngsters of all ages in track and field conducted by coach, Bob MacDougall. Boys and girls in five age groups receive awards for the first three places in each race. The track program is held for six weeks during the summer vacation.

WEIGHTLIFTING

The Weightlifting Program is co-sponsored with the School Athletic Department. Residents of all ages are offered an opportunity for exercise and conditioning.

TEWKSBURY RECREATION COMMISSIONERS:

Ernest J. Lightfoot, *Chairman*
William Blakeney, *Vice Chairman*
Norman DeMarais, *Clerk*
Peter Barbato, Jr.
Tim Monahan

TEWKSBURY RECREATION DEPARTMENT:

999 Whipple Road
Tewksbury, MA 01876
(508) 851-3161
Janet Smith, *Secretary*

Library Trustees

In 1989, the library trustees have continued to pursue our main goals of the last few years, which have been to upgrade our library services and to modernize the techniques of lending library materials. The automated circulation system, which was implemented in early 1988, has enabled us to expand services to the public through efficiency in the lending process and expansion of access to materials. We feel that this move toward inter-library cooperation and resource sharing is crucial to survival in our small facility. We are pleased to announce

that in Fiscal Year 1989, circulation of library materials—books, magazines, record albums, audio-cassettes, video-cassettes and materials borrowed from other libraries—increased by 20.19% over the previous twelve-month period. Many patrons have commented on the increased efficiency of the reserved book system and the greater speed and accuracy of the inter-library loan service. While the size of the collection remains almost constant due to lack of additional space for materials, we are now better able to utilize the resources we have and to quickly and easily borrow materials from neighboring libraries. Usage of the Inter-Library Loan service increased 57% from FY88 to FY89.

One of the most important responsibilities of the library trustees is the administration of the Fairgrieve Fund. This endowment was left to the Town of Tewksbury by Mrs. Ethel (Fairgrieve) Jackson for the purpose of providing a library facility. From time to time, the library trustees have found it necessary to use the fund to make capital expenditures for the present facility. This has been done with the full intent of preserving the principal for future building needs. The major portion of the trust fund must be conserved for its original intent: the provision of an adequate library facility to serve the Town and its residents.

The trustees firmly believe that long-range planning is the best way to protect the town's investment in a capital project such as is envisioned for the library. A Citizens' Advisory Committee was formed to screen proposals from seventeen architectural firms who responded to the Library Director's request for architectural proposals. The Worcester-based architectural firm of Nault Architects has been selected to develop preliminary design services for an addition to the present library building.

The proposed addition will allow the library trustees to implement several objectives:

- To provide much needed space for additional book storage and display;
- To provide handicapped accessibility;
- To improve lighting, climate control, and noise control, and to make more efficient use of energy resources;
- To provide adequate work-space for the library staff to accomplish their varied tasks;
- To provide a larger meeting room and adequate space for children's programming needs; and,
- To provide adequate parking.

The trustees have voted to use the Fairgrieve Fund for the project, and hope to receive grant funding from federal, state and local sources also. In conjunction with the Friends of the Library, the Trustees will be soliciting contributions from the community to defray the costs of furnishing the addition. Use of the library continues to increase as more residents come to realize the value of this resource within our town. The expansion of the library's physical facilities is an ambitious project which will benefit all residents of the town.

The Library's municipal appropriation for fiscal year 1989 was \$209,534. Of this amount, \$30,874 was derived from the Commonwealth under the Library Incentive Grant program. The sum of \$2,194 was derived from the County as dog licensing fees. These amounts, accounting for 15.8% of the annual budget, are used to decrease the amount of library support from the local tax base. The amount expended for books, magazines, and related print materials rose from \$27,377 in Fiscal Year 1987, to \$35,525 in Fiscal Year 1989. Despite this growth, Tewksbury's Public Library still has one of the lowest per capita municipal appropriations in the Merrimack Valley. In order to maintain eligibility for participation in state aid programs, the library continues to meet specified state

minimum standards and requirements, such as the percentage of the total budget allocated to books, the educational qualifications and professional certification of the Library Director, and the number of hours which the library is opened to the public each week. Since the Town has entered into a higher population grouping, the library hours have been expanded; now the library opens at 9:00 a.m. each morning, Monday through Saturday.

During 1989, the Library's video-cassette collection has continued to grow. The library now has over five hundred tapes which are loaned (free of charge) to Tewksbury residents. In 1989, the Library Director received another substantial gift from the MacArthur Foundation in Chicago for the purchase of a collection of tapes of Public Broadcasting System (PBS) television special programs at no cost to the Town. Additional tapes have been purchased with donations to the Friends of the Library. During FY89, the circulation of video-cassette tapes increased 71% over circulation for FY88.

Our public library is a member of the Merrimack Valley Library Consortium, which now consists of twenty-five neighboring town libraries. The Tewksbury Public Library issues library cards which can be used throughout the Merrimack Valley. The automation system enables our library to have access via computer terminals to materials held in other member libraries. The system provides a more efficient method for locating and reserving materials on waiting lists and provides information on the circulation status of any material in the system, whether it is on the shelf, in circulation, on a reserve list, at the bindery, etc. Since the system automatically keeps track of when books are due as well as who has them, it has enabled the Library to return to a policy of assessing fines on overdue materials. The fines collected are returned to the Town's general treasury, and do not directly benefit the library. During 1989, the sum of \$5,737 was collected for overdue materials and lost books. The loan period for most library materials is three weeks, while best-sellers, magazines and encyclopedias are loaned for one week. Video-cassettes are loaned for two days, and museum passes are loaned for 24 hours. Library staff members have found that the prompt issuing of overdue notices by the automated system has done much to encourage patrons to return their books on time. This increases the number of books available at any one time and benefits the library user.

The Library is working with the same size staff in 1990, as it did in 1968 when the present building was first opened, despite a tremendous increase in the rate of circulation of books and the wide variety of programs and services currently being offered. The library trustees are pleased that the Town has continued to fund the automation project as one way of coping with the serious under-staffing situation at the public library. However, additional staff members are needed if the library is to continue to provide services to a growing community. Service to the public is maintained at its current high standard only through the extraordinary efforts and dedication of the library staff members. Tewksbury's ratio of library staff members to total population is one of the lowest in the state for our population grouping. The need for increased man-hours is quickly reaching a state of crisis.

The public library is open a wide variety of hours, during the morning, afternoon and evening, on weekdays, and also on Saturday during the school year in order to allow residents ample time to make use of this valuable resource to our community. The library serves all age groups, providing books and other materials to meet the educational, information, and recreational needs of its users.

The Library is heavily used by students from the elemen-

tary grades through college, for both curriculum-related assignments and leisure reading. With advance notice from teachers, the Library's staff members attempt to gather materials from various sources in sufficient quantities to supply materials to large groups of students. We would like to express our gratitude to those teachers who consistently give us advanced notice for their assignments.

The preschool story hour program includes four groups each week. These sessions are run on a six weeks cycle and are designed for children ages three to five years. Registrations are held at regular intervals throughout the year.

The Library offers programs for children of all ages throughout the year, designed to introduce children to books and to the pleasures of reading, and to the library itself: its collections, resources, physical arrangement, and procedures for effective use.

The Library offers a variety of programs for elementary grade children during the summer, including weekly movies, special presentations, and craft programs. Children who participate in the summer reading program receive certificates of achievement. These programs are coordinated by Mrs. Moore with help from volunteers.

Through its museum membership program, the Library makes available to its users family passes to the Boston Museum of Fine Arts, the Museum of Science, the Children's Museum, the New England Aquarium, and the Discovery Museum in Acton. These passes give free admission into the museum for a family of four. The passes are loaned for one day use and may be reserved in advance.

The Tewksbury Newcomers and Neighbors have made a donation toward the purchase of the family pass to the Children's Museum in Boston, for which the trustees are grateful.

The Friends of the Library sponsor various fund-raising events each year in order to purchase the family passes to the Museum of Fine Arts, the Museum of Science, the Children's Museum and the New England Aquarium. The Friends also purchase publicity supplies for the library and subsidize other library expenditures, including materials for the summer craft programs for children. The museum passes alone require \$1,200 worth of fund-raising each year from the Friends. Residents may make memorial contributions to the Friends for the purchase of books or video-cassettes. The library trustees wish to express their sincere appreciation to the Friends for their continued efforts to promote the Library.

The trustees would especially like to congratulate the Friends for their successful fund-raising efforts in developing the Verlie Ufford Memorial Fund. This fund, memorializing a well-known first-grade teacher at the Heathbrook School, provided for the purchase of a large number of books for beginning readers as well as for a book case in which to house the collection.

The Tewksbury Garden Club has donated floral arrangements throughout the year, for which we are also grateful. We would also like to express our appreciation to the members of the Tewksbury Arts Lottery Council for their consideration in the funding of children's programs.

The trustees greatly appreciate the efforts of our Library Director and staff, who implement our policies and who are ultimately responsible for the actual delivery of and changes in library services.

The trustees would like to take this opportunity to thank members of the library staff for their conscientious service during the year. The staff includes two full-time employees, Library Director Elisabeth Desmarais and Assistant Director Fran Moore; and four permanent part-time employees: Mary

Gaffney, Elinor Haines, Mary Kutcher, and Mary McLaughlin. The Library's part-time custodian is John Grenda, who works tirelessly to keep the building clean. We would also like to thank the D.P.W. employees who care for the library grounds and assist with various other tasks.

The trustees extend deep appreciation to Ida Ford who continues to volunteer her time on a weekly basis as she has done for the past twelve years. Our other regular volunteers are Lorraine Gerry and Edna Smith. We appreciate the time and efforts of these volunteers.

The library trustees invite members of the community to attend the monthly meetings of the Board, which are held on the second Monday of each month in the Library's Conference Room. At these meetings, the six elected trustees deal with policies and goals for the library.

While the library trustees are keenly aware of, and deeply concerned about, the mounting fiscal difficulties on the local level as well as the state level, we feel that it is our role, as trustees, to continue to lobby for an increased municipal appropriation, a larger staff, and expanded physical facilities. These items will not come without sacrifice, yet they must inevitably come as the trustees continually strive to attain the highest level of quality library service on behalf of the Town's residents. We will continue to propose well-founded requests for larger appropriations, to seek grant funding where available, to lobby state officials for an equitable distribution of state aid which recognizes local circumstances, and to bring the library's message to the public as a whole.

The Library is open to the public during the following hours:

Monday thru Thursday 9 a.m. until 9 p.m.
Friday and Saturday 9 a.m. until 5 p.m.

The library trustees invite the Town's residents to visit the public library and to make use of its collections, services and special programs.

BOARD OF TRUSTEES, 1989-1990

Eleanor Corey, *Chairman*
Nancy M. Boyle
Donna G. Haines
Maureen P. Kelley
M. Eileen McDonagh
Robert W. Moore

Elisabeth Desmarais, *Library Director*

Council on Aging

Nineteen eighty-nine marks the end of the eighties ... another decade in the time of man and in the lives of our elderly.

For the Council on Aging, 1989 marked the first decade in the history of the new Tewksbury Senior Drop-In Center. Early on in the year, the Council on Aging recognized this ten year facility and the services available to the elderly population of Tewksbury as it held its 10th Anniversary Open House Week. The week long celebration highlighted the programs and services carried out by the Council as well as the Senior Citizens participation and involvement at the Senior Center and in the community.

Open House began on a Sunday when over 300 people attended an ice cream social. It was a wonderful beginning as our Senior Citizens, their families, friends and Town Officials joined together to kick off the week's activities. Throughout the week emphasis was placed on exercise, health, education and outreach. Included in the events of the week was: a presentation on health by R.N. Florinda Sullivan; a seminar on long term health care by Representative Miceli; a Spelling Bee at the Dewing School between our Senior Citizens and the 5th and 6th grade students which was sponsored by the Tewksbury Teachers Association; a Senior to Senior Day at the Tewksbury Memorial High School as the Senior Student Class, Mr. DiGregorio and his faculty hosted a day of activity and companionship for our Senior Citizens; a Spaghetti Supper sponsored by the Tewksbury Golden Age Cub along with the assistance of the Tewksbury CAP; a 10th Anniversary Dance; a GAC Fair and all the regularly scheduled programs of the Council.

The goals and objectives of the Council on Aging Open House continued throughout the remainder of 1989 as the Council provided our elderly with a holistic environment and yet another productive and successful year.

During 1989 approximately 11,700 congregate hot lunches were served at the Senior Center and 6,400 meals on wheels delivered to our homebound elderly representing a twenty-three percent increase in both services.

Among the many services offered at the Senior Center in 1989 were: twelve monthly monitoring blood sugar clinics for diabetics and an annual Diabetes Screening Clinic; thirty-nine blood pressure clinics, three long term health seminars; a second CPR certification class; three podiatry clinics, four Government surplus food distributions; VITA tax assistance reaching over 150 people; a flu vaccine clinic conducted by the Tewksbury Board of Health serving over 165 residents; and, numerous lectures on health, finances and community organizations.

The Council on Aging and the Friends of the Elderly held eight monthly dance socials this year and its first Clam Bake which was a huge success. Once again, the Council on Aging had to hold two Annual Christmas Dinners with the numbers of elderly attending increased yet again.

Throughout 1989 our Senior Citizens participated in twenty-nine day trips including events such as the Flower Show, the Kennedy Library, the Boston Ballet, the Boston Pops concerts, five plays, a Red Sox game, several historically narrated boat trips ... and, of course, Rockingham Park!

Our Smile-A-Mile walkers and their friends attended several State walking rallies, toured Lowell by foot and walked the Freedom Trail in Boston with a visit to the State House as their last stop.

In the fall of 1989, the Council on Aging received a State C.O.A. Formula Grant Award from the State Department of Elder Affairs. Grant monies will be used for one of several maintenance improvements at the Senior Center.

Through monies awarded by the Tewksbury Arts Council and the Massachusetts Arts Lottery, The Council on Aging continued its instructed classes in Japanese Bunka Embroidery.

A grant award from Elder Services of the Merrimack Valley enabled the Council on Aging to sponsor a "Nursing Home Visitation Day" at the Tewksbury Senior Center... a very enriching and rewarding day for both the Blair House residents and our RSVP volunteers.

Many local businesses and organizations, too numerous to list, have contributed to our elderly throughout the year of

1989. Our Senior Citizens were also delighted with the friendly visits of the Town's Cub Scouts, Brownies and Camp Fire Girls.

Our Arts and Crafts Class added a fresh look to our main function room by donating new drapes to the Senior Center. This generous donation represented several years of fund-raising by the crafts class.

This past August, the Central Savings Bank initiated the first Celebrity Car Wash to raise monies for the programs and services of the Senior Center. Through their efforts, approximately \$1,200 was donated to the Friends of the Elderly. These monies are sited to be used in replacing the lounge chairs in the lobby with safer and sturdier furnishings.

The Council on Aging, as many Town's people know, is made up of eleven non-compensated appointed board members. The only salaried position of the Council is that of the Coordinator of Elder Affairs. The Council also employs one Janitor. The Council on Aging's fiscal appropriation is among one of the lowest departmental budgets of the Town.

With these factors in mind, the Council and our Senior Citizens are to be commended on the progress made over the past ten years in serving the Town's elderly which today represents 11% of the Town's total population. It should also be noted that the Department of Aging, in addition, services the low-income residents of the Town and the families of our elderly who are very often the individuals seeking information on services available to their parents.

The accomplishments of the Council on Aging have been achieved due to the dedication of its members and to the driving force behind the Council...our Senior Citizens. Along with being able to voice their opinions and concerns, our Seniors have provided the manpower behind the Council and the Coordinator. And in retrospect, they have saved the Town's people many tax dollars. Unlike other communities, our Senior Citizens contribute to their own activities picking up the majority of the cost of almost all programs offered.

Our Senior Citizens not only contribute to the programs of the Senior Center but also contribute to the community through their RSVP volunteer work. Some of the organization that benefit from the C.O.A. RSVP volunteers are: the Paratours, the patient "Gater" walkers and the friendly visitor programs at the Tewksbury Hospital along with the Police Academy housed at the Tewksbury Hospital; the American Red Cross and its bloodmobile drives; our local nursing homes; the Phoenix Project at Delaney Drive; the Tewksbury Library, the LIFE organization, the Merrimack Valley Nutrition Program; the Tewksbury School Department; and, St. John's Hospital.

Nineteen eighty-nine was, indeed, an eventful year for the Council on Aging. However, it too, was a year of great sadness. During the summer of 1989, Council member and "Crusader" for the elderly, Paul J. McAskill, died after a battle with cancer. Mr. McAskill's dedication and determination during his 15 years of service to the elderly in the Town of Tewksbury had a powerful impact on the programs established at the Senior Center. It is without doubt, that had it not been for Paul McAskill and his followers, the Tewksbury Senior Center would not be what it is today.

It is for these reasons, that the Council on Aging unanimously voted to name the Senior Center Building after the late Paul J. McAskill. Dedication ceremonies are being planned for January 7, 1990.

Also, during the summer of 1989, Council member Mary "Mae" Love passed away after a long illness. Mae Love had been a member of the Council on Aging for some 12 years.

She in addition, made many contributions to her community throughout her life and her residency in Tewksbury and was a credit to the Council.

Joining the Council on Aging membership this year were two life time residents of Tewksbury: Debra Aubut, who was appointed by Chairman Susan Sullivan; and Helen "Peg" Keefe who was appointed by the Board of Selectmen.

Facing the Council on Aging and our elderly as they exit the decade of the eighties are the financial struggles of the 90's. A time when our elderly will witness further cuts not only on State and Federal levels but within local appropriations.

Our elderly have met with financial dilemmas in the past and have survived. It is a sure fact that they will endure the struggles of the present, too. However, there is one thing that we should all keep in mind. Our elderly, the survivors of the past decades, face yet another obstacle...that of aging. They have reached a time in their lives when they are most vulnerable...a time when they are least able to fight inflation and the cuts in services...a time when they will need the help of the younger generations and the financiers of the future.

It is with high expectations and hopes that the Council on Aging asks for the continued support of our Town's people in helping to provide the vital services of the Department of Aging to our Town's elderly.

Respectfully submitted,
Susan Sullivan
Chairwoman
Linda Brabant
Coordinator

COUNCIL ON AGING MEMBERS

Susan Sullivan	Joanne Aldrich
Ruth McDermott	Hetta Thompson
Bernice Sprague	Debra Aubut
Anna Yonaker	Helen "Peg" Keefe
Warren Hupper	Denis DeDeo
Frank Criscitello	

Officers in 1989 were: Susan Sullivan, Chairwoman; Ruth McDermott, Vice Chairwoman; Anna Yonaker, Treasurer

Officers in 1990 are: Susan Sullivan, Chairwoman; Dr. Joanne Aldrich, Vice Chairwoman, Anna Yonaker, Treasurer

HEALTH and SAFETY

*Board of Health
Police Department
Civil Defense*

*Building Department
Fire Department*

Board of Health

These are difficult times for most government agencies; budget cuts on all levels of government; talk of tax increases; the wish to get every ounce out of our tax dollars and still get the job done.

The Health Department has long suffered with these problems. As the general population becomes more knowledgeable and concerned about our environment, it looks to the people in public health to supply answers. The fault with this approach is that equal support is not given to the public health agencies.

Examples of some of the things that the public expects and deserves are: decent homes in suitable residential environment; adequate and safe water; clean ambient and indoor air; proper waste disposal; safe working conditions; insect and rodent control; protection from communicable disease and the list goes on and on.

All of these public health problems have solutions. What they need is cooperative thinking and support by you, the residents of Tewksbury, the Board of Health and its staff in the Health Department.

I respectfully request that you contact the Board of Health, find out what they would like to accomplish, tell them what you would like them to do and support them in their efforts.

I would also like to take this opportunity to thank you for the privilege of serving you for the last sixteen years. Tewksbury is a wonderful town and it can become better if you wish it and work for it.

Sincerely,
William R. McMenimen
Director of Public Health

PERMITS ISSUED:

Septic System	204
New	124
Repairs	80
Installers	57
Pumpers	37
Food Service	113
Public Pools	6
Mobile Food Service	5
Motel/Hotel	4
Trailer Park	1
Funeral Director	4
Masseuse	3
Animals:	
Horses	58
Pigs	339
Cattle	42
Geese	8
Ducks	16
Chickens	270
Rabbits	53
Goats	3
Turkeys	10
Sheep	11
Rollers	80
Breed Gilts	180
Boars	12

ANIMAL BITES REPORTED

Dogs	47
Other	5

COMMUNICABLE

DISEASES REPORTED	
Salmonellosis	24
Chicken Pox	12
Giardia	9
Campylobacter	4
Lyme Disease	1
Fifth Disease	2
Pertussis	1
Aseptic Meningitis	1
Haemophilus Influenza	1

CLINIC ATTENDANCE

Lead Screening	47
Flu Clinic	624

PERCOLATION/ HIGHWATER DETERMINATION TEST

120

INSPECTIONS

Septic Systems	612
Food Service	113
Houses Condemned	2

Building Department

1989 BUILDING DEPARTMENT REPORT

Permits	No.	Value	Fees
New Dwellings	118	\$ 9,524,973	\$ 64,942
Multiple Family Dwellings (102 units)	22	4,747,980	30,998
New Commercial Const.	14	13,848,318	85,883
Commercial Additions	76	1,898,551	20,421
Additions to Dwellings	338	3,590,897	30,485
Second Dwelling Units	7	295,020	1,851
Pools	52	297,736	2,827
Change-overs/ chimneys/fit-ups	107	1,803,977	22,161
Demolitions	16		1,775
Temporary Trailers	7		300
Earth Removals	5		575
TOTAL	762	\$36,007,452	\$262,218
Recordings & Chapter 40-A's	19		5,350
Certificates of Inspection	63		3,944

TOTAL BUILDING FEES COLLECTED **\$271,512**

Wiring Permits	613	\$ 32,494
Plumbing Permits	536	34,777
Gas Permits	399	6,464
Undergrounds & Re-inspections		970
Sewer Entry Permits	56	2,170
TOTAL PLUMBING, GAS & WIRING FEES COLLECTED		\$ 76,875

BUILDING FEES COLLECTED	\$271,512
PLUMBING, GAS & WIRING	76,875
	\$348,387

Building Department Personnel:

George T. Nawn, Sr., *Building Commissioner*
 John J. McCarthy, *Asst. Building Commissioner*
 Thomas Monahan, *Local Building Inspector*
 Loretta Miggos, *Operations Assistant*
 Patricia Hennessy, *Sr. Account Clerk*
 Sandra Stevens, *Sr. Clerk Secretary*
 Catherine Mazzuchi, *Sr. Clerk Secretary*
 David R. Sargent, *Plumbing & Gas Inspector*
 Jeremiah Delaney, *Wiring Inspector*

Police Department

Tewksbury Police Roster

Chief of Police	John R. Mackey	1975
Deputy Chiefs of Police	Denise L. Rosen	1976
	Walter D. Jamieson	1968

Lieutenants

Paul Gearty	1966
George Hazel	1980
Warren Layne	1970
Edward Martin	1975

Sergeants

Clifford Bolton	1973
Anthony Dicalogero	1980
Paul Johnson	1962
Walter Jop, Jr.	1970
Richard Landers	1970
William Layne	1980
James McKenna	1980
Dennis Peterson	1975

Patrolman

Peter Amari	1974
John Barry	1984
Robert Budryk	1989
Leonard Bolton	1975
Robert Carroll	1973
Martin Cormier	1959
Joseph DeLucia	1974
Paul Doherty	1974
Paul Doherty, Jr.	1988
Alfred Donovan	1984
Ralph Ford	1980
Robert Haines	1956
James Hodgdon	1988
James Hood	1988
James Jones	1962
Stephen Kandrotas	1978
Raymond Lafortune	1988
Alan Landers	1968
William Latta	1975
Debra Maguire	1986
Jerillee Nickerson	1986
James Lux	1973
Francis Pappas	1988
Henry Perry	1974
Mark Perry	1988
John Powers	1981
Kevin Reese	1989
Paul Ringwood	1973
Donald Ryan	1970
William Schwalb	1988
Michael Sheehan	1988
Timothy Sheehan	1987
Allan Stephens	1968
Jeffery Suarez	1989
Roger Tanguay	1984
Paul Thomas	1982
Brian Warren	1988
Robert Westaway	1981

Sr. Confidential Secretary Maryellen Higginbotham 1977

Full-Time Secretary Virginia Terrazzano 1978

Perm. Part-time clerk Eileen Newton 1987

Janitor Herbert Patterson 1965

Reserves

Deborah Barry
Douglas Beek
Wayne Benson
Greg Birggle
Mark Cannistraro

Walter Collins
 Donald Cook
 John Cooney
 Michael Deltergo
 John Donoghue
 Patrick Doherty
 James Graham
 Herbert Hadely
 Cheryl Hiltz
 John Jarek
 Michael Kelley
 Alice Kennedy
 Daniel Kerber
 Timothy Kerber
 Kevin Lambert
 Richard Layne
 Douglas MacLaren
 Nancy McCarthy
 Sharon McClafferty
 Stephen McGilvray
 Frederick McKenna
 Chris Mehrmann
 Marilyn Menezes
 James Migliozi
 Guy Morello
 Constance Morris
 Beverly Mosher
 William Perrin
 Joseph Reiss
 James Rogers
 Wayne Sheehan
 John Spencer
 Bruce Sweet
 Mark Tanguay
 Mark Weitz
 Mark Wood
 Carl Magnusson

POLICE RECORD

TOTAL INCIDENTS	10,309
Accidents	749
Alarms	1,190
Arrests	848
Assault & Battery	72
Breaking and Entering	295
Citations	2,290
Domestics	197
Larcenies	382
Malicious Damage	403
Protective Custody	246

Fire Department

Fire Department Roster

Chief	Thomas Ryan	1972
Deputy Chief	James J. Graham	1972

Acting Deputy Chief	John C. Cuneo	1960
Captains	Robert E. Collins	1970
	Donald Greer	1975
	Kenneth W. Holden	1960
Acting Captains	Richard A. Gath	1971
	Bruce A. Reed	1971
Right-to-Know Coordinator	Lt. Richard A. Barrelle	1960
Lieutenants	David Austin	1973
	John W. Burris	1972
	Lawrence P. Driscoll	1971
	Robert A. Fowler	1970
	Edward J. Kearns	1970
	David W. Levy	1973
	James P. Ryan	1975
	Michael Sitar	1984
	George E. Yost	1976
	Phillip W. Zerofski	1971
Acting Lieutenant	Stephen Cotugno	1975
Firefighters	*Robert Calistro	1988
	*Michael P. Callahan	1989
	Michael T. Callahan	1989
	*Gerald D. Colton	1984
	John Coviello	1969
	Cosmo J. DiBiase	1969
	Robert L. Dogherty	1969
	*Joseph S. Dogherty	1986
	Daniel J. Donovan	1984
	James E. Farley	1970
	John F. Field	1970
	*Oscar Forero	1985
	*James A. Giasullo	1988
	Russell W. Gourley, Jr.	1970
	*Donald Greer, Jr.	1986
	*Richard Hamm	1987
	*Michael A. Hazel	1988
	Brian Hurley	1989
	*Scott Keddie	1987
	*Gary Kerr	1988
	John K. Lightfoot	1976
	Robert H. Little	1984
	Richard J. Mackey	1979
	Paul A. Mahoney	1947
	Kenneth I. Mallinson	1967
	*Russell J. McGlaufflin	1989
	William R. Millett	1970
	Robert P. Morris	1976
	*Timothy N. Niven	1985
	John T. O'Neill	1976
	Richard F. O'Neill	1959
	*Stephen Powers	1982
	Kenneth Rapoza	1989
	*Daniel Sitar	1987
	*Daniel Small	1988
	Albert Vasas	1989
	*Jon Viscione	1985
	*Vance VonKahle	1987
*Emergency Medical Technicians		
Dispatchers	Mary Daley	1975
	Constance R. Morris	1979

Donna J. Smith 1988
Edward N. Wilson 1987

Secretary Mary A. Kane 1962

Retired Robert C. Briggs 10/5/89

TEWKSBURY FIRE DEPARTMENT—RUNS FOR 1989

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total
All Other	26	14	14	19	21	27	34	19	18	11	32	13	248
Ambulance	87	70	95	83	94	135	107	100	104	108	92	116	1191
Ambulance Mutual Aid	2	6	3	6	5	7	8	4	3	7	5	5	61
Assist Ambulance	40	30	53	43	53	74	68	57	54	66	54	78	670
Auto	12	9	7	6	10	6	9	6	11	6	9	12	103
Brush	16	4	14	33	10	6	14	2	4	14	9	4	130
Building	0	1	0	3	1	3	1	2	1	0	0	1	13
Chimney	1	0	2	0	0	0	0	0	0	2	1	0	6
Dump & Dumpster	1	0	3	0	0	0	3	0	2	2	0	2	13
Electrical	4	1	1	1	3	4	8	5	3	3	4	2	39
False Accidental	19	9	19	9	20	15	22	20	21	27	12	15	208
False Malicious	0	0	1	0	5	1	0	0	0	0	1	0	8
Inspections	61	54	56	55	51	69	60	67	73	81	56	58	741
Investigations	11	5	4	12	11	14	9	8	8	3	16	16	117
Mutual Aid	4	2	1	2	4	0	2	4	1	1	3	6	30
Oil Burners	8	3	0	1	6	4	1	0	2	2	0	2	29
Service Calls	58	34	44	21	18	32	43	57	47	58	49	43	504
Totals	350	242	317	294	312	397	389	351	352	391	343	373	4111

PUBLIC WORKS

The Department of Public Works strives to provide to the Community and its residents the highest standard of municipal service. In the past year the department has continued its maintenance oriented program in conjunction with its expansion of the sanitary sewer and road reconstruction. I feel that we, as a department are improving and will strive to provide the maximum effort to the community in the upcoming year. The organizational breakdown of the Public Works Department is as follows:

Administration

	Service Date
William R. Burris, Jr., Superintendent	1978
Doris Doherty	1984
John Kane	1955
Linda Monahan	1983

Highway/Tree

Robert Belida	1983
William Chandler	1976
Kevin Conlon	1984
Alfred Gray	1955
Walter Haley	1952
Paul Lambert	1975
Lawrence Kane	1984
James Nolan	1969
Robert Nolan	1986
Frank Sellars	1982
James Shimkus	1967
Timothy Stronach	1985
Roger Trott	1963
Jack Ward	1984

Vehicle Maintenance

Royal Hudson	1986
Robert Marsh	1960
James Marshall	1976
John P. McCarthy	1969

Engineering

Evelyn Doherty	1969
Thomas Fiorello	1986
Jill Hallisey	1989

Parks

Cornelius Barry	1987
Frank Giannetti	1985
Ernest Lightfoot	1973
James Lightfoot	1985
John Salerno	1989

Water/Sewer

William Blakeney, Jr.	1981
Mamie Burke	1982
Thomas Casey	1980
Lorraine Cuskey	1978
George DeRoche	1972
George Deshler	1967
Brian Gath	1985
Allan MacGilvary	1987

Clarence Richards	1986
Richard Stoddard	1982
Richard Westaway	1972
William Wilkinson	1966

Water Treatment Plant

Leon Garrant	1988
George Notenboom	1989
Lewis Zediana	1988
Ed Viewig	1988
Dean Triachis	1988
Michael Peters	1987

Custodian

Clayton Stokes	1987
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Snow Expenditures

\$141,897.10

Park Permits Issued

63

Street Opening Permits 1989

Gas Permits	143
Water/Misc.	50
Sewer/Misc.	14
Contract/Sewer	1
State Permits	4
Miscellaneous	2
TOTAL	213

Drainage Projects Completed

Repairs & Drainage

St. Mary's Road
Pond Street
Wayside Road
Forest Ave.
Whipple Road
East Street
Heathbrook School
Brook Street
Champion Street
Charles Drive
Pratt Street
Highland Ave.
North Street
Vernon Street
Trull Road
Old Main Street
Brown Street
Glenwood Road
Parker Ave.

Other Highway Projects:

Sal Frasca Soccer Fields
Homecoming Event
Wamesit Indian Monument
Veterans Monument

New Water Services installed in 1989	248
New Meters installed by the Water Division	292

Total permanent W.S.O. year of 1989	6
Total Replacement Meters installed year of 1989	74
Total Full Services Replaced year of 1989	3
Total Partial Services Repaired year of 1989	12
Total Hydrant checks year of 1989	36
Total Main Breaks & Service Leaks repaired year of 1989	54
Total Mains Completed in installation year of 1989	1.40 miles
Total New Hydrants Installed year of 1989	19

Vehicles Maintained

DPW
Police
Dog Officer
Civil Defense
Auxiliary Police
Community Action Committee

Trees Removed 250

Retirements:

Walter Haley 1951-1989 "GOOD LUCK WALTER"

In closing I would like to thank the entire Public Works Staff for their continued efforts and support to provide the best services to the residents of the Town of Tewksbury.

Respectfully submitted,
William R. Burris, Jr.,
Superintendent of Public Works

EDUCATION

General Information
Superintendent's Report School Committee
Staff List
Enrollment by Schools
Shawsheen Regional Vocational Technical School

School Department General Information

Registration for School in September 1989

Kindergarten: A child must be five years old as of August 31st of the year entering Kindergarten.

First Grade: A child must be six years old as of August 31st of the year entering the First Grade.

No School Announcements

School will be closed only in the case of severe inclement weather. The schedule of no school signals in effect for this school year follows:

A series of three sets of two blasts (2-2-2) on the horns at the State Hospital and the Tewksbury Fire Department indicate no school at the following times for groups indicated.

6:45 A.M.—No School At All Schools

7:45 A.M.—No School—All Elementary Schools Only (K-6)

Announcements relative to closing schools for inclement weather will be carried by radio stations WRKO, WCAP, WLLH, WCCM, WBZ, WHDH.

When it is in the interest of students' safety to delay the opening of school due to weather conditions, the Superintendent will notify the public by the same procedure as "no school" announcements are made.

Report of the School Committee

During the past year the Tewksbury School Committee established challenging goals in its continued attempt at improving the quality of education in Tewksbury's public schools. Through the cooperative efforts of the students, parents, support staff, teaching staff, school administrators, Central Office personnel, and School Committee members a number of these goals were realized:

Among the school department's accomplishments were:

- the appointment of William Lecesce as principal of the Louise Davy Trahan School
- the removal of asbestos from the Heath Brook School
- the replacement of the heating system at the high school
- the creation of a Transitional (K-1) class
- the formation of the Partners in Education (a committee of regular education and special education staff)
- the establishment of the School Committee Scholarship
- the creation of goals and objectives for the early 1990's
- the review of school policies (some dating back to the 1950's)
- the continued focus on curriculum development and updating of materials
- the improvement of communication among the various departments and levels in the school system
- the feasibility study for a middle school concept
- the hiring of Diana Gondek, one of the state's foremost authorities on school law, as school committee counsel
- the expansion of the student exchange program to include both France and Spain
- the presentations of school principals to review educational programs and activities
- the preliminary procedural discussions for the selection of the Superintendent of Schools in 1991

The School Committee recognized the need for both short-term and long-range financial planning. In preparation for department budgets, the Town Manager met with members of the Board of Selectmen, the Finance Committee, and the School Committee to effect an equitable distribution of the town's funds. This cooperative spirit was also evident when the state's fiscal deficit was passed on to our community and necessitated further budget reductions. Although the School Committee was concerned that the adverse financial situation would mean the reduction or even the elimination of programs

it had worked so hard to establish, committee members assured the citizens of Tewksbury that there would be a continuation of efforts at maintaining quality education for our students.

The School Committee wishes to extend thanks to all who were an integral part of Tewksbury's educational successes during the past year, for it was a cooperative effort which provided a positive learning environment. We were proud of the academic accomplishments of our students and of the manner with which they represented the Town of Tewksbury in all school-sponsored activities.

Respectfully submitted,
Benjamin J. Maxwell
Chairman

Report of the Superintendent of Schools

To The Honorable School Committee and Citizens of
Tewksbury

Herewith I am privileged to submit my twenty-fifth annual report as Superintendent of Tewksbury Public Schools. Of the twenty-five annual reports I find this one to be the most discouraging to prepare. As I have thought about the contents for this report my mind keeps returning to the one over-riding and overwhelming critical issue facing our schools and the entire town—the critical lack of funds to properly run the school system. This critical lack of funds (estimated at over \$3,000,000 to finance the town and school budgets) has been brought about by two primary factors—Proposition 2½ (limiting the town's ability to raise tax revenue) and the reduced state aid to the town due to the severe financial problems at the state level.

The state has cut hundreds of millions of dollars from the state budget, during this and the last fiscal year. The current state budget deficit is somewhere in excess of \$700,000,000 according to the latest figures issued by the Secretary of Administration and Finance for the Commonwealth. There are many reasons for this deficit, however the most significant being that from 1983 to 1988 (five years) the state reduced its annual tax receipts by approximately \$800 million dollars. The largest tax cut was the repeal of the State surtax, which accounted for approximately \$400,000,000 in last year's annual state revenues. Instead of replacing the cut taxes with either other sources of revenues or with new replacement taxes allowing all tax payers to share the deficit burden, the state has decided to cut essential public education programs, as well as other programs including state reimbursements to cities and towns. With all the state cuts public education has been cut more than any other account.

The Tewksbury town manager has stated the four most significant reasons for Tewksbury's financial dilemma, in addition to the financial limits placed on the town due to Proposition 2½.

1. The slow-down or decline in the State's economy impacts revenues.

—Motor vehicle excise taxes are projected to decrease from \$1.8 million in FY89 to \$1.6 million.

—Sewer connection decrease from \$346,650 in FY89 to \$150,000.

—New property tax growth is projected at \$700,000 in FY91 rather than the \$1 million used from two past years in FY90.

2. Political paralysis on Beacon Hill—In FY89 Local Aid was \$9.8 million and is now projected at \$8.3 million in FY91.

3. Free cash is projected to decrease from \$1.37 million to \$600,000.

4. Fixed and unclassified expenditures have shown significant increases.

—Fixed expenditures increased from \$2.1 million to \$2.4 million and the primary reason is a normal snow and ice season in FY90.,

—Unclassified expenses increased by \$1.4 million due to debt service and health insurance increases. Debt service increased due to bonding for the Heath Brook and High School projects.

The artificial financial restraints of Proposition 2½ are having a devastating impact on the ability of Tewksbury and all other local communities to properly fund education programs as well as other needed town services.

Education has always been the highest priority in Tewksbury and the citizens of the Town have received the high quality of education they have wanted for their children and they have sacrificed to achieve this. In order to continue this high quality of education it requires stopping cutbacks and reinstituting at the local and state levels proper funding sources. New state taxes to fund education programs are desperately needed, and the straightjacket constraints of Proposition 2½ should be loosened.

With the decreased school budget for the 1981-82 school year due to Proposition 2½ we lost 104 school employees, 81 of which were teachers and administrators. In the elementary schools we lost 25% of our staff. Elementary classroom sizes rose from an average of 22.4 students to 27.1 students per teacher which was 5 students per classroom. The budget cuts caused the same disastrous results at the Junior and Senior High Schools. Those drastic cuts took place nine years ago and the school program has never recovered from the loss of staff and the reduction of services to the children in the schools.

Slowly we were able to cut the average class to about 24 students due to additional state aid and cutting back our school budget the areas of building maintenance and repairs. Now the state aid has been reduced again, with no hope for its restoration without new sources of state revenue. Our resources for compensating for part of the reduction are no longer available—mainly increased state aid and cutting the maintenance and operating budget. There aren't any other areas in the school budget left to cut, except staff and programs.

As of the writing of this report the school department is facing a cut of something in excess of \$1.5 million dollars for the 1990-91 school year. That cut would result in a budget of about \$150,000 dollars lower than this year's budget. The 1990-91 school department budget includes increases for negotiated salary contracts with six employee unions plus increased costs for contracts in Special Education, school transportation, fuel and some maintenance.

The following list shows the areas the School Committee is considering to cut in order to make the required reductions.

Unemployment compensation costs are about another \$250,000 in addition to the 1.5 million dollars in cuts.

1. SALARIES

Professional Staff—Teaching (18)

Guidance Counselor (1)	40,679
Industrial Arts (1)	34,917
Math (1)	36,522
Social Studies (2)	76,223
Business Education (1)	39,261
English (2)	69,834
Science (1)	40,679
Elementary (5)	210,979
Gifted and Talented (1)	
Moderate Special Needs (2)	69,417
Physical Education (1)	30,156
Sub-Total—Teaching Staff	\$648,667

Early Retirement Savings (Administrators & Teachers—5) \$164,026

Support Staff

Kindergarten Aides (4)	34,361
Nurse (1)	19,259
Special Needs Secretary (1)	21,158
Central Office Clerk (Reduction)	8,258
Trainer (Transfer to Operating Account)	7,500
Supervisor of Custodians	20,695
Custodians (3)	57,051
Sub-Total—Support Staff	\$168,282

TOTAL OF STAFF REDUCTIONS \$980,975

Additional Areas for Discussion (Salaries)

Health Staff

Director (1)	46,511
Teachers (3)	101,233
Sub-Total	147,744
Adjustment Counselor (1)	39,261
Speech Therapist (1)	39,261
Librarian (1)	34,917
Kindergarten Aides (4 Additional)	37,899
Library Aides (2.5) (Reduce 50 hrs/wk)	15,725
Vocational Aide (1)	9,180
Groundskeeper (1)	21,814
Maintenance Man (1)	20,438
Handicap Aide	8,300
Matron—Junior High	12,365

TOTAL—ADDITIONAL AREAS \$386,904

2. OPERATING

Special Needs—Tuition	25,000
Grounds	6,000
Glass Replacement	3,500
Lumber	3,500

BUILDING IMPROVEMENTS

High School: Tile Replacement	7,620
North Street: Patio Improvements	2,500
Heating Enclosures	5,200
Tile Replacement	500
Trahan: Tile Cafeteria	3,750
Office Ventilation	1,075
Heath Brook: Carpet—Library	2,448
Dewing: Front Entry Doors	3,500

REPLACEMENT—NON-INSTRUCTIONAL EQUIPMENT

Floor Scrubber	4,995
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REPAIR—INSTRUCTIONAL EQUIPMENT—SYSTEMWIDE 10,000

AHERA 4,000

INSTRUCTIONAL BUDGET

Elementary Systemwide	16,502
Workshop	\$2,900
Handwriting	5,886
Gifted/Talented	1,360
Library	2,500
SRA	3,856
Sub-Total—Operating	\$100,090

3. CAPITAL OUTLAY

Reduce \$40,000

4. ATHLETIC PROGRAM—*UNDER STUDY

Total Cost of FY'91 Program	\$229,868.
LEA Budget	\$100,000
User Fees	100,000
Budget Cut	29,868
Reduction to FY'91 Budget (Based on \$200,000 being shared 50% LEA and 50% User Fee)	\$129,868

*Athletic Director is presently developing a plan that would cut \$29,868 from the Athletic Department's Budget and allow for the following Cost Sharing Program.

LEA	User Fee
50%	50%
60%	40%
70%	30%
80%	20%

These staff cuts would result in average class sizes at about 28 per class in the elementary schools and better than 30 at the Junior and Senior High Schools.

It is interesting to note that in my 1981 annual report I predicted that 80-100 employees would be cut and in reality 104 were cut—81 of which were people directly involved in teaching and supervising our students (teachers and administrators).

The professional staff cuts for next year total 30 with an additional 23 support staff personnel for a total of 53 school department employees. Some of the teachers who would be losing their jobs have been here for over 15 years.

Since this report of doom and gloom is so demoralizing and devastating to the future of education in Tewksbury I have decided to end it here with the hope that next year the report will be more optimistic and positive for the school children of Tewksbury.

Our citizens are most generous in expressing their approval and pleasure with the type of education we are trying to provide here in Tewksbury. Hopefully they will continue to support our schools and help in bringing more financial resources to the schools and town. They are also honest and frank with any criticism of our schools within the framework of wanting to achieve excellence in our program. My hope is that we will keep focusing on this goal of excellence.

I wish at this time to express my appreciation to my two Assistant Superintendents, Dr. Edward J. Farley and Mr. John F. Ryan for their invaluable guidance, assistance and work in their respective areas. To all the Central Office staff, principals, assistant principals, teachers, aides, clerical and custodial staff, as well as the school food service workers, and all employees of the department, we all owe our deep appreciation. The Tewksbury Public Schools could not function without the teamwork of all of these people. They work to provide for

all our children a first class education at a cost which is consistent with the town's ability to pay.

We owe a special thanks to the members of the School Committee who give generously of their time, talents and efforts in order to provide the best possible education for their children of Tewksbury. The work of the School Committee deserves the appreciation and respect of every citizen. Their dedication and concern is directed at providing the best they can offer our youth within serious budget constraints. To the other town officials, town manager, parent advisory groups, civic, church and fraternal groups—all who have helped to provide quality education in Tewksbury, I extend my sincere appreciation and thanks.

Respectfully submitted,
John W. Wynn
Superintendent of Schools

Staff

School Committee Members

Donna Colella, 1990
William Emerson, 1992
Charles LaBella, 1991
Benjamin Maxwell, 1992
Patricia Meuse, 1991

Central Office Administration Staff

John W. Wynn, *Superintendent of Schools*
Dr. Edward J. Farley, *Assistant Superintendent of Schools, Instruction*
John F. Ryan, *Assistant Superintendent of Schools, Business*
Thomas Nawn, *Central Office Assistant*
Thomas Lovett, *Data Processing Coordinator*

Memorial High School

William DeGregorio, *Principal*
Joseph Crotty, *Vice Principal*
Anthony Romano, *Vice Principal*

English

Robert Manzi, *Department Head*
Carol Acone-Callahan
John Bresnahan
Joan Kelley
Elsa Marsh
Linda Novelli
Andrew Pappathan
Susan Patterson
John Perreault
Sheila Walsh
Jacqueline Williamson

Social Studies

Warren Bowen, *Department Head*
Sandra Bettencourt

James Kastritis
Patricia Koravos
Christos Koumantzelis
Robert MacDougall
Sharon Milenavich
William Piscione
Donald Stewart (*Media Specialist*)

Mathematics

Gerald Rideout, *Department Head*
Judith Bruce (*Computers/Math*)
George Economou
Cynthia Lavallee
Maureen McNamara
Elizabeth Papik
Roger Pilat
Carol St. Germain
Dolores Sullivan

Science

Marilyn O'Brien, *Department Head*
John Clarke
Edward Cremins
Richard Gropman
Mary Herlihy
Joseph LeProhon
Wade Longley
Kathleen Mofield
Pamela Needham

Foreign Languages

Frances Renaud-Stephan, *Department Head*
Henrietta Araujo
Leo Frechette (*Tutorial/Independent Study*)
Daniel O'Brien
Maureen Rideout
Mary Sullivan

Art

Donald Sullivan, *Director*
Daniel Rogacki

Business Education

Anita MacDonald, *Department Head*
Judith Berube
Dale Black
Melanie Buccola
Robert deGaravilla
Heidi DeRosa

Distributive Education

Cynthia Basteri

Industrial Arts

Norris O'Brien, *Department Head*
Lawrence Basteri
Richard Otis

Home Economics

Anne McDermott
Gail Pollard

Music

Joseph Musumeci, *Director*

Physical Education

Robert Aylward (*Athletic Director*)
Nancy Billings
Steven Levine
Robert McCabe
Donna Tanner

Health

Denise Saindon

Tewksbury Junior High School

Richard Griffin, *Principal*
George Abodeely, *Assistant Principal*

English

James McGuire, *Department Head*
Jason Andrews
Anthony Blandini
Elizabeth Kyle
Pamela McDade
David Mullen (*Developmental Reading*)
Mary Murray (*Developmental Reading*)
Brenda O'Brien

Social Studies

Warren Yaeger, *Department Head*
Donald Cormier
Patricia Krol
James LeClair
Anne Maloy
Stephen Prodanas

Mathematics

Sharlene Locker, *Department Head*
Sandra Barnett
Annina Faraci
Mary Keenan
Norman Marble

Science

Alfred White, *Department Head*
Albert Bradley (*Math*)
Louis Garceau
Patricia Lannon
Glen Osterman
Richard Zbieg (*Computers*)

Foreign Languages

Claire Piscione

Industrial Arts

John Jarek
Timothy Sloman

Home Economics

Bonita Hansberry
Mary Laffey

Art

Linda Malone

Music

Nancy Laws
Roger Whittlesey

Physical Education

Thomas Morrill
Susan Scofield

Health/Values

Cynthia Abate-Upson

Business Education

Constance Goldsworthy

I.G.E. Program

Richard Griffin, *Principal*

5th Grade

Maureen Gropman
August Jardin
Philip Kearney
Rita O'Sullivan
Dolly Sacramone

6th Grade

Virginia Bunting
Thomas Conlon
William Kirwin
Kevin McArdle

Heath Brook School

Antonio Terenzi, *Principal*

Grade 1

Pauline King
Susan LaMotte
Helen Matysczak
Trudi Hennemuth

Grade 2

Joan Ciambella
Dorothy Foley

Dorothy Hudak
Brenda McWilliams

Grade 3

Barbara Duarte
Elaine Fiske
Chris Hassan

Grade 4

Donald Barry
Marcia Kalarites
Lorraine Nastek

Grade 5

Richard Mousseau
Martha Quinn

Grade 6

Joanna Krainski
Frederick Leahy
Elaine Mullen

Kindergarten

Maureen Cody
Patricia McDonnell

Loella F. Dewing School

John Weir, *Principal*

Grade 1

Meredith DeBow
Janice Lunn
Claire Reed
Patricia Stratis

Grade 2

Maureen Kane
Shirley Sanford
Carole Sullivan
Barbara Vitallo

Grade 3

Maureen Buckley
Mary Lou Morris
Patricia Tellier
Rose White

Grade 4

Raymond Loosen
Robert Maloney
Ann Read
Sandra Ryan

Grade 5

Carlton Clark

Iris Koumantzelis
George Paul

Grade 6

George Kalarites
Richard Schadlick
Monica Weir

Kindergarten

Margaret Harcourt
Geraldine Rubico

Louise Davy Trahan School

William Leccese, *Principal*

School Secretaries

Florence Antonuk
Delores Barlow
Patricia Boucher
Theresa Brown
Josephine Campo
Paula Coppola
Anne Duncan
Beverly Erlandson
June Fowler
Dorothy Gendall
Sandra Hesketh
Joanne Kearns
Mary Maguire
Patricia Napoli
Valerie Rogers
Jeanne Samples
Anita Sartori
Ann Sexton
Barbara Tanner
Nancy Thompson
Elaine Tower

Library Aides

Ann Donnelly
Judith Dziadosz
Martha Feran
Marilyn Fowler
Mary Gale
Barbara Keefe
Jean Keyser
Evelyn McCabe
Mary Nawn
Vasilike Stevens
Rosemary Sullivan
Mary Turcotte

Attendance Officer

George Hazel

Custodians/Maintenance Staff

Joseph George, *Maintenance Foreman*
John Regolino, *Supervisor of Custodians*
John Anderson

Robert Anderson
Henry Benson
William Bomil
Bernard Boudreau
William Carlson
Kevin Crosby
William Cuskey
Thomas Gilbride
David Greene
George Greenman
Robert Howard
John Hynes
Eugene Kelley
John Laffey
Eleanor Lovette
Bruce MacDonald
Louis Marion
Daniel Martin
Joseph McCann
Richard Newton
William Oleson
William O'Neill
Roy Osterberg
Donald Page
Charles Ryan
James Ryan
Kurt Schimmelbusch
Thomas Sullivan
Peter Thullier
Joel Trull
James Zousimas

Matrons

Joan Andella
Patricia Hegarty

Food Service Workers

Joan Martin Dey, Director

Dewing School

Rochelle Hastings, *Manager*
Sandy Ethier
Elaine Hopkins
Jeanine Rheault
Betty Ryder

Heath Brook School

Carole Freidman, *Manager*
Joan Barnaby
Margaret Gilbert
Dolores Montecalvo

Junior High School

Rose Moore, *Manager*
Maureen Bedard
Mary DiBella
Barbara Stevens
Ivane Thibedeau
Janice Woodman

Memorial High School

Phyllis Boumel, *Manager*
Agnes Fowler
Marilyn Gretskey
Judy Hanlon
Diane Lombardi
Concetta Miranda
Marie Nolan
Mildred Patterson
Louise Suozzo
Katherine Thorsen

North Street School

Lorraine McPhee, *Manager*
Anna Dobbin

Trahan School

Judith Dickinson, *Manager*
Marie DiFabio

Grade 1

Virginia Callahan
Maureen Jackman
Ann O'Hara

Transitional K-1

Judith Lodi

Grade 2

Catherine Brimer
Maureen McSheehey
Kathryn Quinn
Christine Themeles

Grade 3

Madeleine DeLuca
Elizabeth Santos
Karen Ware

Grade 4

Patricia Dias
Joan Friedman
Marimargaret Roberts

Chapter I Program

Mildred Mulno
Priscilla Titus

Kindergarten

Mary Feick
Barbara Krueger

North Street School

William Tsimtsos, *Principal*

Grade 1

Arlene Breault
Jennie Zantuhous

Grade 2

Jacqueline Dupont
Elaine Maxwell
Carolyn McLaughlin

Grade 3

Charles Allen
Alma Davis
Joan Ryan

Grade 4

Marjorie Conlon
Cassandra Edell
Jayne Gray

Grade 5

Robert Cullen
Eugene Sdoia

Grade 6

Frances Gath
Albert LeClair

Kindergarten

Sheila Gurry
Marjorie Petalas

Guidance—Memorial High School

Priscilla Betses, *Director of Guidance*
John Donoghue
Henri Dufour
Elisabeth Gaffney
John Maloy

Guidance—Tewksbury Junior High School

Linda Hair
Thomas Madden

Librarians—Systemwide

Gertrude Carey—Memorial High School
Maureen Kelley—Tewksbury Junior High School
Arlene King—Head Elementary Librarian

Reading Specialists

Karla Conway
Robert Horgan
Susan Lachance
Cathy Ronan

Elementary Art

Gail Hamilton
Carol Rodgers
Betty-Ann Themeles

Elementary Music

Joseph Buckley
Susan Thorne
Betty Turner

Elementary Physical Education

David Marcus, *Director*
James Manley
Janet McMahon
Bonnie Roberts

Elementary Gifted and Talented

Elise Racicot

Health

Sal Gallo, *Director*
Lisa Wenzel

Special Education Department

Dr. Michele DeAngelis, *Administrator*

System-Wide Team Chairperson

Lee Tibbetts

Early Childhood Education Facilitator

Roseanne Boghossian

Adjustment Counselors

Robert Appolloni
Dr. Frederick Penza
Gail Shinberg
Stella Sullivan
William Traveis

Speech Therapists

Jan Fuller
Craig Howard
Jane Kelley
Janice McCabe

Visually Handicapped

Therese Morin

Early Childhood Specialist

Gwen Kodner

Moderate Special Needs

Ruth Anderson

J. Timothy Auten
Antoinette Byrnes
Eleanor Edelstein
Sharon Ferullo
Nancy Forsyth
Carole Anne Gallo
Eileen Gardner
Donna Graham
Carole Holmy
Lisa Hughes
Isabel Jankelson
Kaspar Kasparian
Mary Kennedy
Ann Knowler
Donna LeCam
Mary Manseau
Carlene Neumann
Stephanie Pagiavlas
Mary Ann Primerano
Carol Sagro
Sandra Samojeden
Thomas Walsh

Occupational Therapist

Jennifer Spadafora

Physical Therapist

Anne Maloney

Educational Support Staff

Certified Aides—Moderate Special Needs

Elinor Beloin
Kathleen Brandt
Claire Clark
Debra Cody
Kathy Connolly
Pamela Lussier
Lois Murphy
Elaine Riley (Part-time)
Mary Sarsfield
Doris Worthington

Non-Certified Aide—Moderate Special Needs

Linda Boucher

Non-Certified Aides—Kindergarten

Linda Austin—Health Brook School
Linda Beaulieu—North Street School
Rita Boudreau—Heath Brook School
Judith Fitzgerald—North Street School
Jane Juskiewicz—Loella F. Dewing School
Diane Kelley—Trahan School
Patricia Lightfoot—Trahan School
Margaret Smith—Loella F. Dewing School

Non-Certified I.G.E. Aides

Janice DiPietro
Jean Olsen

Non-Certified Audio Visual Aides

Mary Morris
Kathleen Penney

Non-Certified Attendance Aide

Dorothy Peach

E.S.L. Tutors

Mary DiCiaccio
Marie Dube'

School Nurses

Sally Brennan
Louise Gearty
Yvonne Hall
Judith Hopkins
Kathleen Knowles
Alice LeDuc
Charlotte Sargent

TRANSITION CLASS

Dr. Edward J. Farley, *Assistant Superintendent*

After a year of planning and discussion the School Committee approved a K/One Transition Class for September of this year. The purpose of the program is to better prepare specific students for entry into first grade. The students selected had attended our kindergarten program during the 1988-89 school year but were developmentally not ready for first grade.

In May the kindergarten teachers recommended students for evaluation for entry into the program. Parents were invited to have their children receive a Gesell Developmental Examination in July. The parents of sixteen of the twenty children receiving the examinations, and recommended for the program, accepted. A primary teacher volunteered to be the teacher in the program and began gathering instructional materials.

The reading and mathematics skills that are taught in our kindergarten classes will be taught with some of the same and some different instructional materials in the Transition K/one class. For example, the "Mathematics Their Way" program, which addresses the developmental needs of students, will be used in the class. These materials emphasize visual and tactile ability.

The program is located in the Trahan School and students are transported from the three other elementary schools. The sixteen students in the program live in all school areas, namely four from the Loella Dewing School, six from the Heath Brook School, two from the North Street School, and four from the Louise Davy Trahan School.

Studies by local, state and national educators have shown that there is a group of children who need a Transition K/One program in order to reach their optimum potential. In establishing this program the School Committee wants to give the children more time to fully develop socially, physically, emotionally and intellectually.

GUIDANCE DEPARTMENT REPORT

Priscilla Betses, *Director of Guidance*

The 1988-1989 academic year in the Tewksbury School District was a positive one from the standpoint of academic performance and student welfare.

The Tewksbury schools took part in the State Department of Education Testing Programs. The Basic Skills Test of individual students and the Curriculum Assessment Test were both administered and reported out with State and National norms, and they reaffirmed that the Tewksbury Schools students and curriculum are as well, if not better than their peers, in other communities.

In addition, individual student and school methods of evaluating progress and performance also indicated that 1988-1989 was a productive year. Teacher-based performance testing, student attendance, and the student dropout rate were extremely positive. This is not to be interpreted that individual students did not experience difficulty, failure, turmoil, or crisis.

The number of students from unlike families make it necessary for us to adjust our entire approach to educational services provided to the students. We have become frontline problem-solvers in the lives of the students and society. This role has been thrust upon the schools as it is the perfect vehi-

cle in place to handle these "unusual" times in society. However, it becomes increasingly more difficult to continue to provide these services in these austere times of limited financial and human resources and a fixed time frame of 180 days. It is obvious that alternative methods must be explored to combine educational institutions, social agencies, and the business community to deal with these issues as the students today are our future leaders of the 21st century.

From the Class of 1989, 71% of the graduates went on to college; 1% entered the military and 28% joined the world of work. Forty-three students received college credit by passing the Advanced Placement Test in May of their senior year.

We are proud of our graduates.

TEWKSBURY MEMORIAL HIGH SCHOOL

Scholarship Award Recipients

Class of 1989

Tewksbury Municipal Employees Union	Brian Gill
Tewksbury Arts Council	Deborah McGill
	Amy Ernest
David Keon Memorial Scholarship	Alaina Smith
TMHS Art Department Scholarship	Sonia Dickson
	Craig Thomas
Middlesex Women's Club Scholarship	James O'Callaghan
Tewksbury Schools Food Service Scholarship	Jennifer Drane
	Lisa Lindgren
Lisa Colangelo Memorial Scholarship	James Pollard
	Kimberly Murphy
Tewksbury Golden Age Club Scholarship	John Field
	Lisa Ricardo
Tewksbury Youth Hockey Scholarship	Tsuyoshi Fukuda
	Stephen Bourgea
	William Gosse
	Neil Olson
Tewksbury Garden Club Scholarship	Michelle Vassil
Louise Davy Trahan Memorial Scholarship	James Pollard
United States Air Force Academy Scholarship	Christopher Horgan
Honorable James R. Miceli Scholarship	Lisa O'Neill
Digital Scholarship	James O'Callaghan
Tewksbury Rotary Club Scholarship	Craig Lordan
	Annemarie Marcucci
Balfour Award	Dianna Doherty
Wang Laboratories Scholarship	Karen Morel
	Carolyn Masters
	Jennifer Doyle
	Patrick McCaffery
Loella Dewing School PAC Scholarship	James Avery
Rosemary Peirent Memorial Scholarship Fund	Sy Nguyen
Army National Guard Scholarship	John Pires
Tewksbury Teachers' Association Scholarship	Kelly Ann Brooks
	Patrick McCaffery
Tewksbury Wilmington Emblem Club Scholarship	Michael Duggan
Doris Farwell Memorial Scholarship	Douglas Fowler

Tewksbury Jr. High School Student Council	Jennifer Moorhouse Michael J. Doherty Christine Juskiewicz	Joann Coppola Kimberly Kirk Michael Zotto	
Tewksbury Wilmington Lodge of Elks	Lisa O'Neill James Pollard	Music Association Scholarship Award Robert Parker Patricia McLaughlin	
Lukes Byrnes Memorial Scholarship	Lisa O'Neill John Dowling	Michael Geyer Lisa Ricardo	
Tewksbury Youth Baseball Scholarship	James Pollard	William Gosse	
Joseph Bernardi Memorial Scholarship	Christine Juskiewicz James Avery	Keith Krugh Neil Olson	
Gary Strong Memorial Scholarship	Thomas Bradley Edward M. Sullivan	William Gosse Keith DeSisto	
Tewksbury Redmond Baseball Booster Club Scholarship	James Pollard David Boudreau Neil Olson Derek Heartquist	Dianna Doherty Corinna Guarino Cheryl Harris	
Tewksbury Youth Soccer Booster Club	Suzette Beaulieu	Keith Sullivan David Boudreau Thomas Bradley	
Mabel Anderson Memorial Scholarship	Thomas Bradley	Christopher Horgan Arthur Piccolo	
James J. Gaffney, Jr. Memorial Scholarship	Christopher Horgan	National Honor Society Scholarship Wilfred Lamon Annemarie Marcucci	
Tewksbury Veterans Association Scholarship	Thomas Aylward Michael Lafreniere David Boudreau Alaina Smith	Carolyn Masters Patrick McCaffery Craig Thomas Alaina Smith Jennifer Doyle	
George Kyricos Memorial Scholarship	Peter B. Nichols	<div><i>The following students also received scholarships from their prospective colleges and organizations</i></div>	
Dennis McGadden Memorial Scholarship	Thomas Hooper Patrick McCaffery James O'Callaghan Paula Torode Christine Juskiewicz Thomas Canarelli		
Mrs. Indelicato Memorial Scholarship	David Perry Christine Juskiewicz	Tulane University Jamestown College	Jennifer Doyle Thomas Aylward Hugh Fitzpatrick Keith DeSisto
James E. Brooks Memorial Basketball Scholarship Fund	Christopher Stys	Merrimack College	Donna Marie Brooks
Jason Maaser Memorial Scholarship	Robert Williams	Middlesex Community College	Denise DeAngelis
Tewksbury Neighbors and Newcomers Club Scholarship	Donna Brooks	Lesley College	Sheila Considine Deborah Kim Douglas Fowler
TMHS Chorus Loyalty Award	Lisa Ricardo	Bentley College	Christopher Martin Craig Lordan
TMHS Band Loyalty Award	Robert Parker	Boston University	Christine Juskiewicz
South Tewksbury Betterment Association Scholarship	James Pollard Christine Juskiewicz Douglas Fowler Jennifer Moorhouse Annemarie Marcucci	North Shore Community College	Brian Smith
Tewksbury Memorial High School PAC Scholarship	James Elliott Craig Goldsworthy Kris Earle Michelle Vassil Sy Nguyen John Boysen Elizabeth Freeman Cheryl Harris Jude Augusta Damon Psarris Beth Newton Lisa Lindgren Michael Fiore Kellie Scanlon Martin Kusmal Gerald Keefe	Emerson College	Linda Rogers
		Clark University	Jennifer Moorhouse
		Johnson & Wales College	Lisa Lindgren Michael Lambert Karen Morel Lisa O'Neill
		College of the Holy Cross	David Boudreau Donna Marie Brooks
		Catholic College Club of Lowell	Deborah McGill
		Boston Teachers Union	Christopher Stys
		The Boston Globe	Annemarie Marcucci
		Eastern Star	Andrea Coppola
		Andover Savings Bank	James Pollard
		District Lodge of Elks	James Pollard
		Framingham Teachers Association	Thomas Aylward
		College Club of Greater Lowell	Andrea Coppola
		Disabled American Veterans	Joann Coppola Julann Cuoco Lisa Ricardo Carolyn Masters
		University of Tampa	The following students were the recipients of the Elks Recognition Awards: Frank Winslow—Carolyn Walsh—David

Kelly—Melissa Hodges—Heather Andrews—John Field.

The Commonwealth of Massachusetts Scholars were: James O'Callaghan—Deborah Kim—Jennifer Doyle—Craig Lordan. The recipient of the Robert C. Byrd scholarship was James O'Callaghan.

Of more than one million students who took the 1987 PSAT/NMSQT and entered the 1989 Merit Program, only about 50,000 were honored by the National Merit Scholarship Corporation. Approximately 35,000 out of one million participants

were commended students. I would like to recognize and congratulate three of our students who achieved this status: Jennifer Doyle—Craig Lordan—James O'Callaghan.

Tewksbury Memorial High School students are grateful for all the generous contributions made to them to help defray the cost of their college expenses. The awards and scholarships for this year reached \$324,240. Total scholarships received by our students for the next four years reached close to \$500,000.

**Tewksbury, Massachusetts
MONTHLY SCHOOL ENROLLMENT**

First of October 1989

SCHOOL	K	SN	1	SN	TRA	SN	2	SN	3	SN	4	SN	5	SN	6	SN	7	8	9	10	11	12	SN	TOTALS
HEATH BROOK	93	4	77	6	0	0	79	12	74	7	61	12	48	0	71	0							41	544
DEWING SCHOOL	77	0	91	0	0	0	87	3	99	4	96	9	54	22	65	18							56	625
NORTH STREET	80	0	46	0	0	0	70	0	66	0	68	0	45	4	35	4							8	418
TRAHAN SCHOOL	52	0	70	0	16	0	91	0	78	0	66	0											0	373
JUNIOR HIGH													122	0	94	0	261	276					0	753
SENIOR HIGH																			248	224	264	235	0	971
	K	SN	1	SN	TRA	SN	2	SN	3	SN	4	SN	5	SN	6	SN	7	8	9	10	11	12	SN	TOTALS
TOTALS	302	4	284	6	16	0	327	15	317	11	291	21	269	26	265	22	261	276	248	224	264	235	105	3684

Shawsheen Valley Regional Vocational/Technical High School

Bedford

Anthony R. Mazzone
Mark Trifiro

Billerica

Kenneth L. Buffum, *Chairman*
Bernard Hoar, *Secretary*

Wilmington

Kevin J. Sowyrda, *Vice Chairman*
John Gillis, *Treasurer*

Burlington

John P. Miller
Alfred Verrier

Tewksbury

Richard E. Griffin
J. Peter Downing

Sandra McNeal, School Committee member from Burlington, graciously served until May of 1989 filling a vacancy which occurred in the fall of 1988 when Francis McLaughlin resigned. Mrs. McNeal was replaced by Mr. Verrier in Burlington's Annual Town election. The District gratefully appreciates the significant contribution exhibited by Mrs. McNeal.

As one of twenty-five regional vocational technical school districts in the Commonwealth of Massachusetts, Shawsheen Valley Technical continued to offer comprehensive vocational/technical opportunities for approximately twelve hundred high school students from Bedford, Burlington, Billerica, Tewksbury and Wilmington.

Upon graduation, students acquire both a comprehensive academic high school diploma and certification in their chosen vocational/technical discipline. In June of 1989, two hundred and ninety four students graduated from Shawsheen Technical, with over ninety-eight percent either acquiring jobs within their skilled professions or pursuing higher education. These placement statistics are consistent with the past performance of Shawsheen's sixteen graduating classes and are amongst the highest placement statistics for all school systems throughout the Commonwealth.

Many activities took place during 1989 which deserve special recognition:

- In January of 1989, member communities supported a two million seven hundred thousand dollar bond issue to both upgrade the school facility and purchase state of the art educational equipment. A design contractor was selected to implement a renovation schedule, and plans and specifications for improvements were developed and advertised during the year. Total project completion is expected during the summer of 1990.
- The School District continued to comply with accreditation recommendations from the New England Association of Schools and Colleges. Since receiving accreditation in 1988, the district has implemented ninety-eight percent of the Association's recommendations.
- The Superintendent/Director, Charles Lyons, served on the Commonwealth's Secretary of Administration and Finance's Local Aid Task Force representing the interests of vocational technical school districts.

- All collective bargaining agreements were re-negotiated during the year. Three year contract settlements were reached with Administrators, Teachers, Secretaries, and Cafeteria Workers.
- In cooperation with Town Managers from Tewksbury and Wilmington, the School District initiated plans to group purchase Health Insurance beginning in July of 1990.
- The District initiated new adult training programs in Health Technology and Diesel Mechanics. Both programs were completely funded through receipt of state and federal grants. The district continued to receive a grant from the Bay State Skills Corporation, using it to train underemployed adults in electronics in cooperation with area businesses.
- The District received both state and federal grants to: complete its Basic Skills Computer Laboratory; provide a vocational skill exploratory and academic enrichment program during the summer months for one hundred students from member communities; initiate an after-school enrichment program for junior high school youngsters to begin in January of 1990. The District also received financial assistance from the Massachusetts Electric Company to reduce energy use by installing energy efficient lighting.
- The District completed construction on a home on Carolina Road in Tewksbury, and initiated an affordable house building project on Everett Avenue in Wilmington in cooperation with the Town of Wilmington.
- In cooperation with the Middlesex County Sheriff's department, fifty percent of the classrooms throughout the school were painted by inmates from the Billerica House of Correction during August of 1989. Additional cooperative work related improvements are planned for the future.

The aforementioned highlights are documented as a snapshot of the dynamic modifications in both planning and imagination offered member communities by the imaginative staff employed at Shawsheen Valley Technical. Viewed by state-wide educators as one of the most experienced professional staff assembled in Massachusetts, one hundred and fifty educators at Shawsheen Valley Technical continue to dedicate their combined efforts to adequately prepare area youth for future employment.

With the assistance of over three hundred area businessmen who serve on our Craft Advisory Committee overseeing each technical/vocational training program, graduates continue to receive four job offers for each graduate who fulfills the curriculum requirements.

Residents are urged to contact the school's Guidance Department at (508) 667-2111 for additional information regarding the various programs offered to area residents.

The continued success of our offerings is a direct result of the support received from our communities, its leaders, and its citizens. We appreciate their combined support.

FINANCES

*Treasurer — Collector
Appropriations Board of Assessors
Town Employee Earnings
Auditor's Report - Receipts and Expenditures*

Report of the Treasurer-Collector

To the Honorable Board of Selectmen and the Citizens of Tewksbury.

Gentlemen and Residents,

I submit herewith the annual report and also the financial figures for the past fiscal year for the office of Treasurer/Collector.

The town payrolls, checks and related records are now being done on the town computer.

This department was able to make the January 1990 target date thanks to the hard work and the dedication of our employees involved in this project along with Mr. Berube and those doing departmental time sheets.

We are looking forward to further advances with the computer, especially in our record keeping and new programs to be created for the office accounts, bank balances, and Treasurer and Collector monies.

The Heathbrook School asbestos project was completed in a very timely manner and the High School heating project is well on schedule largely due to the School Dept. and Mr. John Ryan. His cooperation and assistance has been invaluable and we anticipate the long term bonding on the projects will take place in late May of 1990.

The employees' cafeteria plan has been implemented and the resultant tax benefits are very evident on the W2 reports and the check stubs. The Town Manager's leadership and support were important to the success of this program and so was the assistance of Sally Jarossi, Tom Lovett, John Ryan and David Sullivan.

The office furniture and equipment has been substantially improved and updated during the past few years and our next

goal is to spruce up and improve the office quarters and the layout of the office itself.

The storage of papers, reports, and documents, as well as the bookbinding, continues on schedule and is no longer the problem or delay it had presented in the past. The elimination of outdated and obsolete records is another area that is going smoothly and a good program is in place to identify, to gain authorization to remove and to destroy the same.

We do need to make some adjustments in the grouping of our employees to create a couple of positions that are above the bottom tier.

While some temporary hardship and extra effort has been necessitated by the computer, its programs, and the institution of new and improved policies for the handling of town accounts, monies, personnel data etc., we are nearing the time when much of the fruits of the work is near.

We appreciate the aid, patience and cooperation the other departments have given us and their achievements which have helped to bring about our common goals.

This office will continue to be accessible and receptive to you, the townspeople; please come in to see us in the lower Town Hall daily, 8:30 AM to 4:30 PM, and Tuesday evenings, 7:00 to 8:30 PM or call us at 851-7366. We will make every effort to assist and serve you, David Sullivan, Dot Harding, Betty Johnson, Pat Qua, Theresa Gillette, Donna Gill, Dotty Ann Lightfoot, and Cynthia Bravenick.

Respectfully submitted,
Warren R. Carey,
Treasurer/Collector

GENERAL

Cash on hand June 30, 1988	\$ 6,350,793.49
Receipts to June 30, 1989	+ 53,896,464.70
Journal Adjustments and Returned Checks	- 483,194.87
Unlocated difference from Auditor June 30, 1988	- 363.78
	<hr/>
	\$ 59,763,699.54
 Paid on Warrants by the Town Auditor F/Y 1989	 \$ 56,674,136.37
Less accounts payable on Warrants	731,088.82
Net Warrants June 30, 1989	<hr/>
	\$ - 55,943,047.55
Balance June 30, 1989	<hr/>
	\$ 3,820,651.99

SEWER

Cash on hand June 30, 1988	\$ 1,017,793.85
Receipts to June 30, 1989	303,262.00
	<hr/>
	\$ 1,321,055.85
 Paid on Warrants by the Town Auditor F/Y 1989	 \$ 853,066.05
Balance June 30, 1989	<hr/>
	\$ 467,989.80

REVENUE SHARING

Cash on hand June 30, 1988	\$	6,161.77
Balance June 30, 1989	\$	6,161.77

For detail of receipts of expenditures, see report of the Town Auditor.

DETAIL OF DEBT OUTSIDE OF THE DEBT LIMIT

School Project—Chapter 645, Acts of 1948	\$	4,695,000.00
Water Project—General Laws, Ter Ed. Chapter 44		6,805,000.00
Sewer Project—General Laws, Chapter 44		2,995,000.00
	\$	14,495,000.00

TRUST AND INVESTMENT FUNDS

Cash and Securities in Custody of Town Treasurer as of June, 1989.

Conservation	\$	61,321.11
Foster School Fund		10,661.43
Pierce Essay Fund		718.01
Cemetery Perpetual Care Fund		9,983.47
Stabilization Fund		2,568.14
Fairgrieve Memorial Fund		398,841.01
Mahoney Family Reward Fund		1,607.21
	\$	485,700.38

STATEMENT OF TOWN DEBT—FISCAL YEAR BASIS

1990	\$	1,510,000.00	1988	\$	1,270,000.00
1991		1,470,000.00	1999		1,265,000.00
1992		1,460,000.00	2000		1,265,000.00
1993		1,460,000.00	2001		880,000.00
1994		1,435,000.00	2002		880,000.00
1995		1,315,000.00	2003		880,000.00
1996		1,280,000.00	2004		665,000.00
1997		1,275,000.00	2005		660,000.00
			2006		660,000.00
				\$	19,630,000.00

STATEMENT OF INTEREST—FISCAL YEAR BASIS

1990	\$	1,563,190.00	1998	\$	645,575.00
1991		1,440,357.50	1999		539,012.50
1992		1,320,207.50	2000		432,510.00
1993		1,200,767.50	2001		344,342.50
1994		1,082,077.50	2002		273,985.00
1995		968,165.00	2003		203,482.50
1996		859,585.00	2004		142,987.50
1997		752,435.00	2005		93,150.00
			2006		43,530.00
				\$	11,905,360.00

	F/Y '89	F/Y '88	F/Y '87	Previous Years
REAL ESTATE				
Committed	17,230,741.31	-0-	-0-	
Outstanding 7/1/89	-0-	416,111.54	-0-	
Collections	16,178,865.13	386,447.39	1,967.58	
Abatements	325,164.96	30,731.83	15,623.87	
Refunded	148,476.12	37,038.26	16,282.31	
Transfer to Tax Title	24,290.58	29,774.48	-0-	
Transfer to Tax Poss.	-0-	-0-	-0-	
Taxes in Litigation	-0-	-985.60	-0-	
Misc. Adjustments	-512.31	-3,849.34	+1,309.14	
Balance 6/30/89	850,384.45	1,361.16	-0-	

WATER LIENS

Committed	362,367.25	-0-	-0-
Outstanding 7/1/89	-0-	18,417.81	-0-
Collections	335,084.45	16,412.54	-308.92
Abatements	1,797.01	3,567.34	-0-
Refunded	-0-	-0-	-0-
Transfer Added to Tax Title	2,611.50	2,245.30	-0-
Transfer Added to Tax Poss.	-0-	-0-	-0-
Taxes in Litigation	-0-	-141.00	-0-
Misc. Adjustments	+354.11	+4,019.34	+308.92
Balance 6/30/89	23,228.40	70.97	-0-

PERSONAL PROPERTY

Committed	558,784.62	-0-	-0-	
Outstanding 7/1/89	-0-	10,844.96	6,197.40	33,818.25
Collections	545,835.32	6,081.28	1,721.02	2,365.23
Abatements	2,504.14	-0-	-0-	7,122.23
Refunded	341.84	103.91	-0-	6,958.46
Balance 6/30/89	10,787.00	4,867.59	4,476.38	31,289.25

MOTOR

Committed	1,171,287.15
Additional Commitments	-0-
Outstanding 7/1/89	-0-
Collections	1,029,215.45
Abatements	37,577.35
Refunded	5,296.10
Rescinded Abatements	-0-
Misc. Adjustments	+868.75
Balance 6/30/89	110,659.20

VEHICLE

-0-	-0-
486,910.66	29,284.42
408,574.63	74,560.49
761,930.47	65,222.16
89,847.04	4,683.83
13,761.86	3,308.70
-0-	-0-
+1,005.00	+666.25
58,474.64	37,913.87

EXCISE

-0-
-0-
28,224.29
2,280.39
28,653.68
61.40
+2,234.89
+413.49
-0-

Board of Assessors

Norman O. Boudreau, *Chairman*
Barbara A. Flanagan
Joseph G. Doherty

Value of Real Estate	
January 1, 1989.....	\$ 1,640,685,700.00
Value of Personal Property	
January 1, 1989.....	\$ 40,547,730.00
Total Value January 1, 1989	\$ 1,681,233,430.00
Total Value January 1, 1988	\$ 1,615,705,825.00
TOTAL LEVY FOR FISCAL YEAR 1990	
Town	35,584,638.28
State & County	\$ 137,554.00
Overlay of Current Year	\$ 525,353.86
Gross Amount to be Raised	\$ 37,702,502.08
Total Estimated Receipts	
and Available Funds.....	\$ 18,048,883.28
Net Amount to be Raised on Property	
Personal Property	
1989	\$ 640,248.66
Real Estate	
1989	\$ 19,013,862.59
Total Taxes Levied on Property	
1989	\$ 19,653,618.80
Water & Sewer Liens Added to Taxes	
1989	\$ 323,327.92

MOTOR VEHICLE RATE \$25.00
MOTOR VEHICLE AND TRAILER EXCISE
Amount of Warrants to Collector\$ 1,719,303.27
FY '90 TAX RATE: \$10.13 Residential
\$15.79 Commercial

Name of Employee	Base Salary
Employee	Inc. Longevity
Boudreau, Norman	\$26,688.13
Flanagan, Barbara	8,097.80
Doherty, Joseph	6,526.28
Lawrie, Linda	5,937.67
MacGilvray, Anne	17,712.62
Tompkins, Margaret	35,455.81
Trudeau, Cynthia	29,769.65

Auditor's Report

To the Citizens of Tewksbury:

I herewith submit my report of financial transactions for the fiscal year which ended **JUNE 30, 1989**.

The format conforms to the structure of the Uniform Municipal Accounting System (UMAS) mandated by the state and adopted by the town.

More detailed information is available upon request.

Respectfully,
THOMAS J. BERUBE
Town Auditor

REVENUE

Personal Property	'89	545,493.48	
	'88	5,972.37	
	'87	1,721.02	
	'86	927.47	
	'85	(3,717.36)	
	'84	(679.31)	
	'83	(1,233.48)	
	'82	109.45	548,593.64
Real	'89	16,030,389.01	
	'88	358,894.68	
	'87	(14,314.73)	
	'86	(15,300.32)	16,349,668.64
Tax Liens Redeemed			302,973.40
Tax Possessions			159.88
Motor Vehicle Excise—'89		1,023,050.60	
	'88	748,683.06	
	'87	61,913.46	
	'86	1,460.91	
	'85	180.10	
	'84	76.96	
All Prior Levies		501.02	
			1,835,866.11
Water & Sewer Rates			2,460,998.21
Misc. Water Service			2,240.98
Water & Sewer Liens '89			335,084.45
	'88	16,412.54	
	'87	308.92	351,805.91
Ambulance Service			44,562.45
Sabbatical Leave			1,400.00
Cruiser Repairs			99.00
Penalty/Interest on Tax Liens Redeemed			111,717.75
Penalty/Interest on Taxes & MVX			77,750.18
Payments in Lieu of Taxes			24,515.69
Proforma Tax			168.48
Municipal Liens—Fee			25,925.25
Collector's Office Fees			45,809.75
Rentals			9,195.00
Departmental Revenue			
Selectmen		4,296.20	
Treas./Coll.		2,063.98	
Assessor		2,292.00	
Clerk		15,969.09	
Planning		6,532.00	
Appeals		31,650.00	
Weights/Mea.		1,141.60	
Health		5,292.00	
DPW		28,271.91	
Conservation		900.00	
School		5,060.39	
Public Safety			103,469.17
Police		9,942.04	
Fire		8,797.40	
Dog Control		1,530.00	
			20,269.44
Building Inspector Fees			16,647.50
Plumbing Inspector—Fees			30,904.30

Wire Inspector—Fees	34,054.20
Alcoholic Beverage Licenses	45,850.00
Misc. Licenses & Permits	306,066.89
Misc. Revenue	13,407.98
Misc. State Revenue—Hotel Tax, Etc.	143,448.25
Sewer Connection Fees	346,650.00
Court Fines	130,610.13
Parking & Library Fines	18,394.21
Misc. Interest	522,061.26
Premium Bond Sales	2,958.00
Veterans Abatements	2,800.00
Surviving Spouses Abatements	3,850.00
Abatements to the Blind	1,488.00
Elderly Persons Abatements	42,636.00
School Chapter 70	5,966,345.00
School Transportation Chap. 71	413,919.00
School Building Assistance	415,900.55
Add'l Aid to Public Libraries	7,320.00
Police Incentive	76,549.00
Veterans Benefits	47,699.82
Highway Reconst. & Maint.	103,984.00
Add'l Local Aid	1,128,387.00
Lottery & Beano	1,188,909.00
Highway Fund	133,536.00

Net Revenue Total 33,461,565.02

Transfers From Closed Accts. 31,068.47

Total Revenue 33,492,633.49

CASH RECEIPTS

Payroll Deductions	
Federal Tax	2,777,659.69
State Tax	853,920.60
Retirement	1,042,629.67
Insurance	497,131.93
Blue Cross Trust	46,559.78
Medicare	42,480.36
United Way	2,195.10
Savings Bonds	22,767.00
Tax Sheltered Annuities	363,662.82
Credit Union	2,125,317.02
	7,774,323.97
Dog Licenses	4,594.25
Sporting Licenses	10,707.80
Tailings	7,568.83
Treasurers Unlocated Overage	642.66
Low Value Land Sale Excess	55.56
Planning Bd. Engineering Service	47,719.04
Water Guarantee Deposit—Material	22,184.09
Private Contr. Sewer Eng. Review	8,614.59
DPW Facility Deposit	6,100.00
DPW Wetland Engineer Review	2,726.08
Tax Anticipation Notes	7,200,000.00
Cash Invested	2,000,000.00
Sundry Return to Budget '89	13,060.77
Sundry Return to Budget '88	469.03
Police Escrow	30,555.00
Police Misc.	382.00
Police Drug Hotline	400.00
Police Gift—Digital	500.00
Police Gift—Tewksbury Auto Parts	500.00
DPW—Gift—Men's Softball League	1,000.00

School Facility Deposits		4,005.00	Overtime	800.32	
		17,136,108.67	Elected/Appointed	39,570.28	213,672.16
BUDGET EXPENDITURES			Operating—Purchase Service	21,625.19	
Court Judgement	(32,719.63)		Supplies/Service	89,645.75	
Moderator—Salaries	500.00		In State Travel	160.25	111,431.19
Operating—Supplies	70.00		Line Item—Binding		1,500.00
Selectmen—Salaries—			Outlay—Chairs Etc.	2,169.50	
Regular	43,798.91		Typewriter	479.00	
Elected	30,270.12	74,069.03	Desk	224.95	
Operating—Purchase/Service	39,146.88		Desk/Table	664.90	
Supplies	4,876.09		File Cabinet	499.75	
Other Cgs. & Expenses	522.28	44,545.25	Cash Register	328.50	
Outlay—Chair		291.00	Copier	2,500.00	6,866.60
Negotiator/Consultant	55,936.36		Town Counsel—		56,681.80
Art. #2 STM-Negotiator/Consultant	10,842.37		Art. #6 STM 10/27/88 Outstanding Bills		3,569.00
Art. #11 ATM Retired Sr. Vol. Program	1,600.00		Personnel Board—		
Art. #6 STM 10/27/88—Outstanding Bills	50,300.06		Salaries—Part Time		3,922.80
Art. #4 STM Study of Space Needs 10/27/88	1,517.25		Operating—Supplies/Service		178.20
STM 10/27/88 Art. #3 Small Claims Cases	837.40		Line Item—Law Books		225.00
Town Manager—Salaries—			Town Clerk—Salaries—		
Regular	136,355.24		Regular	49,982.75	
Overtime	2,154.35		Elected/Appointed	36,886.39	86,869.14
Pay Adj.	528.73	139,038.32	Operating—Purchase/Service	1,071.10	
Operating—Supplies & Service	689.29		Supplies	995.89	
Other Cgs. & Expense	6,093.43	6,782.72	In State Travel	644.30	2,711.29
Computer System			Line Item—Printing		7,860.92
Training	500.00		Election Officers Salary—Part Time		13,120.00
Communication/Cabling	9,165.43		Registrars—Salaries—Regular		2,650.00
Data Processing Supplies	2,375.32		Operating—Supplies & Service		2,394.19
Site Development	4,011.75		Conservation—Salaries—Perm. P.T.		10,733.67
Misc.	12.00		Operating—Purchase Service	78.75	
Office Furniture	806.99	16,871.49	Supplies	1,374.09	1,452.84
Finance Committee—Temp P.T. Salaries	71.46		Outlay—Typewriter		494.00
Operating—Supplies & Service	526.71		Planning Board—Salaries—		
Accounting—Salaries—			Part Time	20,574.04	
Regular	102,425.21		Regular	24,010.56	
Temp. P/T	405.45		Overtime	6,714.94	
Overtime	3,714.35	106,545.01	Elected/Appointed	4,350.00	55,649.54
Operating—Office	157.99		Operating—Purch./Service	2,600.93	
Supplies & Service	1,338.46	1,496.45	Supplies	2,680.17	
Assessor—Salaries—			Prof. Services	1,143.54	
Regular	80,462.37		Records	163.00	
Temp. P/T	18,029.64		Other Chg. & Expense	657.20	7,244.84
Elected/Appointed	25,597.00	124,089.01	Northern Area Planning Comm.		6,896.00
Operating—Purchase Services	15,113.70		Appeals Bd.—Salaries Perm. P.T.		9,083.36
Supplies	5,512.51		Operating—Supplies & Service		4,222.20
In State Travel	4,158.75	24,784.96	Comprehensive Housing—Salaries		553.02
Assessor—Line Item—Revaluation		37,463.53	Cable T.V.—Purchase/Service		10,679.88
Treasurer—Collector			Town Hall—Salaries—		
Salaries—			Regular	27,454.51	
Regular	154,545.47		Perm. P.T.	14,083.49	41,538.00
Perm. P/T	12,601.86		Operating Purchase/Service	31,963.34	
Temp. P/T	6,154.23		Supplies	8,479.45	40,442.79
			Police Department		
			Salaries Regular	1,820,367.63	
			Perm. P.T.	7,775.33	

Overtime	209,635.59		Attendance	4,014.00	
Differential	39,337.38		Other Salary Items	78,140.25	
Janitor	8,303.20		Health Services	124,956.00	10,818,265.25
Pay Adjustment	29,840.90		School Department—Operating		
M. Manley	13,481.17	2,128,741.20	Energy	439,129.62	
Operating—Purchase Service	39,017.83		Rents & Leases	51,839.40	
Supplies	44,810.98		Professional & Technical	102,635.13	
Other Chg. & Expense	22,048.87		Tuition	807,389.78	
In State Travel	50.00	105,927.68	Pupil Transportation	1,190,294.77	
Outlay—Cruisers		93,615.95	Other Purchased Services	11,462.20	
Out of State Travel		723.10	Office Supplies	33,251.62	
Art. #6 STM 10/27/88 Outstanding Bills		1,788.67	Bldg. & Equipment Repairs	509,194.35	
Auxiliary Police—Other Chg. & Expense		1,488.26	Custodial & Maint. Supplies	67,036.02	
Fire Department—Salaries—			Groundskeeping Supplies	67,791.87	
Regular	1,939,649.00		Educational Supplies	413,946.21	
Fire	88,684.87		Other Expenses	33,855.54	
Sick Pay	230,472.65		Otherwise Unclassified Items	9,625.00	
Personal Day	18,254.28		Replacement of Equipment	54,834.56	3,792,286.07
Vacation	176,349.72		Outlay		46,544.00
Pay Adjustment	6,137.83	2,459,548.35	Out of State Travel		3,000.00
Operating—Purchase/Services	46,767.73		1988/89 Sch. Art. #2 STM 3/20/89—Engineering		70,419.38
Supplies	15,888.39		Art. #21 ATM 7/1/88 Heath Brook Sch. Asbestos		
Other Chg. & Expense	14,532.77		Contract	71,292.50	
In State Travel	101.00	77,289.89	Consultant	1,742.50	73,035.00
Outlay—New/Add. Equipment	228.00		DPW—Salaries—		
Ambulance	6,315.78		Regular	1,427,848.48	
Air Conditioner	400.00	6,943.78	Perm. P.T.	16,937.50	
Line Item—Uniforms	22,815.30		Overtime	36,878.49	
Mutual Aid	1,795.60	24,610.90	Pay Adjustments	907.66	
Art. #6 STM 10/27/88 Fire Unpaid Bills		722.00	Night Call	8,825.00	
Building Dept.—Salaries—			Janitor	10,744.35	
Regular	97,913.70		Sick Pay	13,124.03	1,515,265.51
Perm P.T.	31,233.00		Operating—Purchase/Service	251,244.04	
New Positions	43,996.00		Supplies & Service	565,396.22	816,640.26
Differential	653.58	173,796.28	Outlay—		
Operating—Purchase/Service	4,033.06		Attch., Trucks/Trailers	155,272.05	
Supplies	1,027.03		Office	1,809.80	
Other Chg. & Expense	6,230.60		Welding Sys. Supplies	2,982.75	
Dues	95.00	11,385.69	Lime Tiller	1,500.00	
Weights & Measures—Salaries—Part Time		1,600.00	High Pressure Washer	2,866.50	
Operating—Supplies		500.00	Spreader	6,715.00	
Civil Defense Salaries—Part Time		755.00	Generator	625.00	
Operating Purchase/Services		3,080.00	Floodlight	325.00	
Dog Officer Salaries—			Mag. 27" TV.	529.00	
Regular	25,901.57		Emers VCP 644	159.99	
Part Time	2,990.84	28,892.41	Surcharge on TV. & VCP	34.45	172,819.54
Operating Purchase/Service	3,046.20		Line Items—Water Purchase		450,000.00
Supplies	2,372.14	5,418.34	Sewer/Well Project		15,000.00
Parking Clerk—			Loader Lease		16,134.96
Operating Purchase/Services	2,172.87		Snow/Ice Control—Materials	90,183.54	
Supplies	265.69	2,438.56	Overtime	51,713.56	141,897.10
School Department—Salaries—			Well Testing		6,730.00
School Committee Members	14,208.26		Line Items—Water/Sewer Billing		29,000.00
Instruction & Administration	9,384,856.78		Lowell Sewer Connection		56,135.69
Clerical	383,438.89		Meter Replacement		929.74
Custodial Maintenance	828,651.07		Art. #6 DPW 10/27/88 Outstanding Bills—		
			Water Purchase		15,048.67
			Art. #3 STM 10/27/88 Holiday Decorations—		
			Electrical Work		4,999.70
			Art. #2 STM 5/3/89 Annual Well Insp—Hydro Group		1,050.00

Art. #42 ATM 7/1/88 Tanager Rd. Rep. & Maint		15,529.12	Other Chgs. & Expense	3,329.00	55,320.51
Street Light Account		115,429.94	Maturing Debt		
Waste Disposal		763,112.27	Water—Misc. Projects	445,000.00	
Garbage Removal		406,274.22	Sewer Projects	335,000.00	
Cemeteries		1,400.00	Rd. Reconstr.	5,000.00	
Bus Subsidy Art. #9 ATM		17,385.00	Bldg. Remodeling	40,000.00	
Board of Health—Salaries—			Sch. Additions	485,000.00	
Regular	57,945.88		School Const.	110,000.00	
Perm. P.T.	4,044.09		Elevated Water Tank	15,000.00	
Elected/Appointed	1,299.97	63,289.94	Fire Truck	35,000.00	
Operating—Purchase Services	8,818.80		Sewer Phase III	170,000.00	1,640,000.00
Supplies	4,453.73				
Other Chgs. & Expense	1,068.50	14,341.03	Interest Maturing Debt		
Outlay—File Cabinet	254.36		Sewer Projects	579,210.00	
Typewriter	579.00	833.36	Water—Misc. Projects	521,840.00	
Line Item—Lowell Mental Health		8,500.00	School	457,630.00	
			Rd. Reconstr.	2,967.50	
Art. #3 STM 10/27/88 Demolition Laurier Ave.		6,900.00	Bldg. Remodeling	12,997.34	
			Elevated Water Tank	345.00	
Community Action—Salaries Perm. P.T.		34,502.21	Sewer Phase III	109,140.00	
Operating—Purchase/Serv.	495.80		Fire Truck Int.	5,320.16	1,689,450.00
Supplies/Serv.	605.52	1,101.32			
			Interest on Temporary Loans		
Council on Aging—Salaries—Regular		20,207.00	T.A.N.	172,833.20	
Operating—Purchase/Serv.	21,907.48		Andover St. Sewer	1,389.61	
Supplies	2,451.27		Int. Sewer Phase II	3,678.89	
Other Chg. & Expense	577.05	24,935.80	State Sewer Grant	2,834.48	
Outlay—Vacuum		1,400.00	Refunds—Appellate Tax Bd.-Int.	13,012.81	193,748.99
Line Item—Janitor		6,000.00			
Merr. Valley Home Care		1,600.00	Regional School Voke Assessment		1,373,889.00
Veterans Service—Salaries—		55,899.00	Unemployment Comp.		20,434.73
Operating—Purchase Serv.	142.47				
Supplies	472.01		Group Insurance		
Other Chg. & Expense	1,356.62	1,971.10	Blue Cross	262,000.00	
Aid		58,096.09	Sundry	745,400.11	1,007,400.11
Outlay—File Cabinet		256.00			
			Art. #6 Gr. Ins. STM 10/27/88		7,846.34
Exceptional Children—Salaries—					
Regular	3,609.90		Medicare		42,954.52
Part Time	7,500.00	11,109.00			
Operating—Purch. Services	660.15		Fire & Liability Premiums		351,374.96
Supplies	721.65				
Bus Service	10,000.00	11,381.80			32,862,721.19
			Transfers to Other Funds		36,026.65
Patriotic Activities		10,510.85			
					32,898,747.84
Library—Salaries—					
Regular	62,403.87				
Perm. P.T.	67,021.87				
New Positions	1,646.52				
Part Time	13,183.82				
Janitor	7,577.24	151,833.32			
Operating—Supplies	11,042.11				
Purchase/Services	38,217.64				
Other Chg. & Expenses	90.25	49,350.00			
Outlay—File Cabinet		447.90			
Automation		7,897.65			
Recreation Salaries—					
New Positions	3,841.72				
Part Time	6,958.12	10,799.84			
Operating Purchase/Services	51,142.47				
Supplies	849.04				

Transfers to Other Accounts	38,509.00
	389,274.85

DPW Facility Deposit Account	6,000.00
Police Dept. Escrow	7,715.00

BALANCE SHEET

GENERAL FUND JUNE 30, 1989

General Fund Expenditures

Refunds		
Personal Property '89	341.84	
'88	108.91	
'85	3,794.49	
'84	1,857.24	
'83	1,233.48	
'82	73.25	7,409.21
Real Estate '89	148,476.12	
'88	37,552.71	
'87	16,282.31	
'86	15,300.32	217,611.46
Tax Possessions		46.90
MVX '89	5,296.10	
'88	13,247.41	
'87	3,308.70	
'86	61.40	21,913.61
Sewer & Water Rates		2,979.15
Ambulance Service		30.00
Tax Title Interest		8.63
Tax Interest		259.38
Misc. Departmental		564.78
Building Dept.		284.00
Misc. Licenses & Permits		50.00
Sewer Connection		4,000.00
Sporting License		
Elizabeth Carey	409.30	
State	10,298.50	10,707.80
Dog License		
Elizabeth Carey	1,109.50	
County	5,597.75	6,707.25
Police Escrow a/c Matorana		22,840.00
Tailings		326.57
County Assessments		
County Tax	19,320.89	
County Retirement	1,021,631.00	1,040,951.89
State Assessments		
Special Education	3,864.00	
MVX Tax Bills	3,749.00	
Health Insurance	5,887.00	
Mosquito Control	16,829.00	
Air Pollution	4,620.00	
Parking Surcharges	820.00	
Regional Transit Authority	3,496.00	39,265.00
Low Value Land Sales Excess		2,033.10
Engineering Deposit—Planning Board		41,570.70
Oregon Rd.—Deposit		2,000.00
Water Guarantee Deposits		20,469.89
Private Sewer Eng. Review		7,842.37
Holt Deposit		100.00
Engineer Deposit D.P.W.		7,839.01
Park Deposit		100.00
Police Gift Account—Weapons		1,000.00

REVENUE

Cash		2,856,781.34
Petty Cash—Collector	200.00	
Appeals	200.00	
Schools	50.00	450.00
Personal Property—1989	10,787.00	
1988	4,872.59	
1987	4,476.38	
1986	4,846.34	
1985	6,494.55	
1984	7,178.82	
1983	7,781.20	
1982	2,846.45	
1981	2,142.95	
Real Estate—1989	850,384.45	51,426.28
1988	1,361.16	851,745.61
MVX—1989	110,659.20	
1988	58,474.64	
1987	36,651.43	
1986	37.35	205,822.62
User Charges—Water/Sewer	416,610.59	
Other User Charges	6,776.97	
Water Liens—1989	23,228.40	
1988	70.97	446,686.93
Taxes in Litigation		1,616.20
Tax Liens Receivable T.T.		548,618.82
Tax Possessions		81,142.17
Accounts Receivable—Ambulance	70,141.82	
Sabbatical Leave	2,400.00	
Veterans Services	57,726.77	130,268.59
Due from the Commonwealth—Cherry Sheet		1,482,736.00
Unreserved Fund Balance—		
Under Assessments	3,343.89	
Appro. Deficit—Snow/Ice	40,887.10	
Court Judgements	32,000.00	76,230.99
		6,733,525.55
LIABILITIES & RESERVES		
Allowance for Abatements/Etc.		
FY89	321,556.39	
FY88	244,142.33	
FY87	126,991.61	
FY86	52,797.42	
FY85	52,572.55	
FY84	22,446.73	
FY83	36,189.05	
FY82	25,198.79	

FY81	23,929.36	905,824.23
Cash—Warrants Payable		699,216.85
Withholdings Payable—		
Federal	40,123.57	
State	12,390.81	
Retirement	162,492.43	
Insurance	26,375.71	
Medicare	691.39	
United Way	967.40	
Savings Bonds	1,366.53	
Tax Sheltered Annuities	60,699.24	
Blue Cross Trust	73,764.21	
Credit Union	31,294.87	410,166.16
Dog Licenses		80.45
Treasurer's Cash Overage		5,950.09
Abandoned Property—Tailings		24,436.90
Low Value Land Sales Excess		237,286.67
Deferred Revenue—		
Taxes in Litigation	1,616.20	
Tax Liens/Foreclosures	629,760.99	
Motor Vehicle Excise	205,822.62	
Water/Sewer	446,686.93	
Ambulance	70,141.82	
Sabbatical Leave	2,400.00	
Veterans Services	57,726.77	1,414,155.33
Fund Balance—		
FY88 Expenditures	36,266.00	
FY89 Expenditures	678,258.51	714,524.51
Unreserved Fund Balance		1,567,728.36
Fund Balance Reserved—Petty Cash		450.00
Fund Balance Reserved—Reduce FY90 Tax Rate		750,000.00
Over-Assessment—Special Educ.		3,706.00
		<u>6,733,525.55</u>

SPECIAL REVENUE RECEIPTS

School Lunch—Comm. of Mass.	103,527.58	
Sales	371,935.30	
Refund	575.06	476,037.94
Horace Mann Teachers		30,454.00
Equal Education Opportunity		25,583.00
School Council Improvement		36,654.00
P.L. Special Needs Teaching Improvement		20,800.00
P.L. Pre School Language		41,004.00
P.L. System Wide Chairperson		54,561.00
Occupational Education		13,949.00
Occup. Ed. Comm. of Mass. Refund		573.23
Technology Cap. Improvement Grant		3,524.00
Project Charlie		10,883.00
Chapter I Low Income		67,388.00
E C I A Chapter II FY'88		20.00
E C I A Chapter II FY'89		12,635.00
Parent Support Group		827.00
Special Network Electronic Mail Bulletin		700.00
Early Childhood Development FY'88		3,711.80
Early Childhood Development FY'89		40,269.00
E.S.E.A. Title II FY'90		2,615.00

Title II Math & Science	1,809.00
Athletics & Band	15,717.00
Text Books	2,450.75
Adult Education	1,080.00
Center School Rental	41,191.69
Foster School Rental	10,385.94
Fleming School Rental	6,277.40
North St. School Rental	2,200.00
Trahan School Rental	2,144.79
HUD Grant Interest	268.75
Arts Lottery Grant	20,455.00
Arts Lottery Interest	901.63
Chapter 811 Interest	17,488.14
Hwy Project Comm. of Mass. Reimb	226,238.00
Grant 637 Interest	4,744.79
Elections Extra Polling Hours	2,928.00
Suicide Prevention Grant Interest	2.60
Police Grant—Drug Control I	65,064.00
Police Grant Drug Control II	28,057.00
Library Grant	5,633.00
Council on Aging Grant I	500.00
Council on Aging Gift	6,000.00
Council on Aging Grant II	6,531.00
Police Special Detail	426,942.32
Fire Special Detail	200.00
Holiday Lighting Electrical	300.00
D.P.W. Security Deposits	550.00
Total	<u>1,738,249.77</u>

SPECIAL REVENUE EXPENDITURES

Lunch Account:	
Salaries—	
Regular	39,209.38
Perm. Part Time	265,500.74
Maintenance	8,837.36
Communication	615.01
Equipment/Cleaning Material	949.10
Office	2,360.35
Custodial Supplies	10,207.54
Food Service	219,926.15
Out of State Travel	2,409.69
	<u>541,015.22</u>
School Improvement Council FY89	
Recreational	1,584.50
Repairs & Maintenance	10,672.04
Professional Technical	4,797.00
Educational Supplies	9,911.49
Equipment	929.00
	<u>27,894.03</u>
School Improvement Council FY88	
Professional/Technical	930.00
Recreational	485.00
Educational Supplies	11,183.32
Equipment/Maintenance	4,532.22
Misc.	7.98
	<u>17,138.52</u>
School Improvement Council FY87: Educational Supplies	174.62
Chapter 188 FY86: Educational Supplies	1,247.00
Chapter I FY89 Salaries	68,232.64
Horace Mann Teachers—Salaries	30,454.00
Public Law Accounts	
Spec. Nds. Teaching: Misc./Refund	336.60

PreSch. Elem. Language			Equal Education Opportunity: Regular Salaries	25,583.00
Regular Salaries	7,378.65			
Temporary Salaries	1,732.77		Athletics & Band Account:	
Professional/Technical	473.58		Repairs & Maintenance	462.46
Misc.	77.14	9,662.14	Rentals/Leases	1,515.00
			Catering/Supplies/Material	12,522.93
Team Chairperson FY88			Travel	834.14
Regular Salaries	7,634.37		Insurance	3,253.00
Professional/Technical	1,300.00		Dues	315.00
Travel	109.08			18,902.53
Refund	765.90		Textbooks: Educational Supplies	1,891.02
County Retirement	364.30	10,173.75		
			Adult Education:	
Occupational Education:			Advertising	37.50
Professional/Technical	573.23		Professional	750.00
Misc.	573.23	1,146.46		787.50
			Center School Rental:	
Project Charlie FY88: Professional/Technical		6,330.00	Heat Lights, etc.	27,294.53
			Repairs & Maintenance	11,410.74
Project Charlie '89 Salaries		5,567.50	Supplies—Pest Control	35.00
				38,740.27
Early Childhood Program: FY89			Foster School Rental: Repairs & Maintenance	11,908.56
Regular Salaries	13,453.74		Ella Fleming School Rental: Repairs & Maintenance	8,622.35
Temporary Salaries	1,859.39		North St. School Rental: Repairs & Maintenance	2,564.50
Communications/Educational	7,775.00		Trahan School Rental: Repairs & Maintenance	2,090.00
Travel	9.98	23,098.11	Arts Lottery Grant: Professional/Technical	22,489.28
			Arts Lottery Adm.: Advertising/Office	236.55
Attention Disorder—Parent Support Group		827.00	DPW Grant 811: Material	146,184.97
Special Network Electronic Mail Bulletin		700.00		
			DPW Grant 637:	
Early Childhood Program FY88			Professional	10,517.50
Professional	7,782.65		Material	193,623.84
Educational	129.15	7,911.80		204,141.34
			Drug Hot Line: Communications	256.60
Technology Educ. Grant: Educational Supplies		13,949.00		
			Police Community Impact Grant:	
Technology Capital Imp. Grant		3,524.00	Tewks. Police Payroll	9,521.02
			Sundry Towns Police Payroll	23,069.51
Distributive Ed.Mat. Educational Supplies		414.82	Supplies & Material	12,194.94
				44,785.47
Title I Salaries		6,505.57	Water Purification Grant: Office Supplies	317.39
			Mgr. Training Program: Professional	3,000.00
PreSchool Elem Language:				
Regular Salaries	45,250.00		Hurricane Gloria:	
Temporary Salaries	2,191.77		Radios	7,836.03
Office	89.46		Refunded to Comm. of Mass.	18,847.00
Professional/Technical	1,950.00			26,683.03
County Retirement	744.63	50,225.86	Town Clerk Census Grant: Professional	1,375.00
System Wide Team Chairperson:			Council on Aging Grant '88 & '89	
Regular Salaries	50,061.28		Professional Repairs	7,700.83
Professional/Technical	4,283.00		Engineering	6,000.00
County Retirement	1,341.62		Educational	320.00
Travel	177.70	55,863.60		14,020.83
			Police Extra Detail	426,942.32
Spec. Needs Teaching Imp. 89:				
Regular Salaries	18,480.00		Fire Extra Detail	200.00
Professional/Technical	600.00			
County Retirement	1,663.20	20,743.20	Holiday Lighting:	
			Electrical	428.00
E.C.I.A. Chapter 2: Educational Supplies		12,635.00	Nursery Supplies	228.00
				656.00
Math/Science: Professional/Technical		1,809.00	Recreation Storage: Heat & Lights	1,488.46

BALANCE SHEET**SPECIAL REVENUE FUND****REVENUE**

Cash	637,217.43
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LIABILITIES & RESERVES

Warrants payable—FY89	30,152.97
School Lunch	72,496.23
School Improvement Council—FY89	8,759.97
Special Needs Teaching Improvement—FY89	56.80
Project Charlie—FY89	5,315.50
Early Childhood Allocation—FY89	17,170.89
Title 2 ESEA	2,615.00
Athletics & Band	2,594.68
Textbook Acct.	2,729.16
Adult Education	3,141.98
Center School Rental	3,042.36
Foster School Rental	5,669.68
Fleming School Rental	4,692.00
No. Street School Rental	1,853.00
Trahan School Rental	1,655.13
Arts Lottery Grants	10,767.00
Arts Lottery Admin.	1,036.46
Grant—811—Road Const.	104,635.79
State Reimb.—Road Reconstr.	226,238.00
Grant—637—Road Rconst.	22.82
State Primary Reimb.	2,907.09
Election—Polling Hours	2,928.00
Police Community Impact—Drug Prog.	20,278.53
Police Grant—Drug Control	28,057.00
Library Grant—Micro Fiche Resources	5,633.00
Clerk—State Census	6,575.07
Council on Elderly Grant—CPR	180.00
Right to Know—Water Purification	2,037.61
Holiday Lighting	82.72
DPW—Facility Deposits	550.00
974 Main St. Storage	62.83
Police—Drug Hotline	143.40
Sale of Town Land	31,305.00
Planning Board Engineering	10,933.27
Water Guarantee Deposits	10,097.21
Sewer Private Contractor Eng. Review	18,703.18
Sewer Insp.—Highwood Assoc./Met Life	3,427.70
DPW—Wetland Review	39.50
Pre-school Elem. Language—FY89	(9,221.86)
System-wide Team Chairperson FY89	(1,302.60)
Chap. I—Low Income	(844.64)
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	637,217.43

CAPITAL PROJECTS**REVENUES**

Long Pond Grant	100,000.00
Rt. 38 & Town Common	23,997.21
Water Supply Facility—State Reimbursement	785,308.84
Water Supply Facility—Behrakis Gift	18,000.00
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	927,306.05

EXPENDITURES—FY89

Marston St. Main:		
Police Detail	450.64	
Material	319.12	769.76
Water Distribution Study:		
Engineering		38,800.00
Design/Constr. Water Supply Facility:		
Engineering	197,441.13	
Methuen Construction	212,428.38	
Barletta Co.	639,869.80	1,049,739.31
Design/Constr. Rt. 38/Town Common		27,241.79
Rd. Reconstr. & Repair: Material		45,807.28
Road Resurfacing: Material		4,175.88
Long Pond Project:		
P/T Salaries	25,283.00	
Consultant	10,381.48	
Adv. & Supplies	1,583.80	37,248.28

BALANCE SHEET**CAPITAL PROJECTS****REVENUE**

Cash	325,564.98
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LIABILITIES & RESERVES

Warrants Payable—FY89	1,719.00
Andover/North Sts.—Main	10,000.00
Water Distribution Study—Art. 1 STM 5/4/88	3,200.00
Design/Const. Rte. 38/Town Common— Art. 3 STM 5/4/88	26,755.42
Long Pond Project Grant	62,751.72
Design/Const. Water Treatment Plant	49,054.24
Water Distribution Project—Art. 4 STM 5/3/89	154,924.97
Secondary School Building Committee	2,159.63
Water Main—Andover St.—Digital Gift	15,000.00
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	325,564.98

SEWER PROJECT**REVENUE/RECEIPTS**

Temp. Loan in Antic. of State Reimb. Phase II	238,000.00
Temp. Loan in Antic. of State Reimb. Andover St.	65,262.00
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	303,262.00

EXPENDITURES

Legal Fees	927.00	
Constr. Phase 2: Albanese Brothers Const.	2,027.80	
Temp. Loans	238,000.00	
Constr. Phase 3 Engineering	15,234.46	
Gioioso & Sons Const.	108,090.93	
Easements	7,475.00	130,800.39
Constr. Art. STM 5/87 Engineering	242,847.00	
Legal Fees	790.00	
Easements	4,450.00	
Albanese Bros. Const. (14)	164,319.94	
Gioioso & Sons Const. (15)	1,334.17	413,741.11
Apple Hill Technology Park: Engineering	2,307.75	
Andover St. Temp. Loans in Anti State Reimb	65,262.00	

BALANCE SHEET**SEWER PROJECTS****REVENUE**

Cash	467,989.80
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LIABILITIES & RESERVES

Sewer Line—Pleasant St./High School	101,694.63
Sewer Const.—STM—Art. 5—5/6/87	91,555.07
Apple Hill Tech. Park—Line Ext.	274,740.10
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	467,989.80

BALANCE SHEET**TRUST FUNDS****REVENUE**

Cash	588.24	
Invested	485,112.14	485,700.38

LIABILITIES & RESERVES

Conservation	61,321.11	
Foster School	10,661.43	
Peirce Essay	718.01	
Cemetery Perpetual Care	9,983.47	
Mahoney Family	1,607.21	
Stabilization	2,568.14	
Fairgrieve Memorial	398,841.01	485,700.38
Election—Polling Hours	2,928.00	
Police Community Impact—Drug Prog.	20,278.53	

Police Grant—Drug Control	28,057.00
Library Grant—Micro Fiche Resources	5,633.00
Clerk—State Census	6,575.07
Council on Elderly Grant—CPR	180.00
Right to Know—Water Purification	2,037.61
Holiday Lighting	82.72
DPW—Facility Deposits	550.00
974 Main St. Storage	62.83
Police—Drug Hotline	143.40
Sale of Town Land	31,305.00
Planning Board Engineering	10,933.27
Water Guarantee Deposits	10,097.21
Sewer Private Contractor Eng. Review	18,703.18
Sewer Insp.—Highwood Assoc./Met Life	3,427.70
DPW—Wetland Review	39.50
Pre-school Elem. Language—FY89	(9,221.86)
System-wide Team Chairperson FY89	(1,302.60)
Chap. I—Low Income	(844.64)
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	637,217.43

CAPITOL PROJECTS**REVENUES**

Long Pond Grant	100,000.00
Rt. 38 & Town Common	23,997.21
Water Supply Facility Comm. of Mass. Reimb.	785,308.84
Water Supply Facility Geo. Behrakis	18,000.00
Total	<hr/>
	927,306.05

EXPENDITURES—FY89

Marston St. Main:		
Police Detail	450.64	
Material	319.12	769.76
Water Distribution Study:		
Engineering		38,800.00
Des. & Constr. Water Supply Facility:		
Engineering	197,441.13	
Methuen Construction	212,428.38	
Barletta Co.	639,869.80	1,409,739.31

Design & Constr. Rt. 38 & Town Comm: Engineering	27,241.79	
Rd. Reconstr. & Repair: Material	45,807.28	
Road Resurfacing: Material	4,175.88	
Long Pond Project:		
P/T Salaries	25,283.00	
Consultant	10,381.48	
Adv. & Supplies	1,583.80	37,248.28

CAPITOL PROJECTS

REVENUE

Cash	325,564.98
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LIABILITIES & RESERVES

Warrants Payable—FY89	1,719.00
Andover/North Sts.—Main	10,000.00
Water Distribution Study—Art. 1 STM 5/4/88	3,200.00
Design/Const. Rte. 38/Town Common— Art. 3 STM 5/4/88	26,755.42
Long Pond Project Grant	62,751.72
Design/Const. Water Treatment Plant	49,054.24
Water Distribution Project—Art. 4 STM 5/3/89	154,924.97
Secondary School Building Committee	2,159.63
Water Main—Andover St.—Digital Gift	15,000.00
	<u>325,564.98</u>

SEWER PROJECT REVENUE/RECEIPTS

Temp. Loan in Antic. of State Reimb. Phase II	238,000.00
Temp. Loan in Antic. of State Reimb. Andover St.	65,262.00
Total	<u>303,262.00</u>

SEWER CONSTRUCTION

EXPENDITURES FY89

Sewer Project: Legal Fees	927.00
Sewer Constr. Phase 2: Albanese Brothers Const.	2,027.80
Phase 2—Temp. Loans in Anti. of State Reimb:	238,000.00
Sewer Constr. Phase 3"	
Engineering	15,234.46
Gioioso & Sons Const.	108,090.93
Easements	7,475.00
	<u>130,800.39</u>
Sewer Constr. Art. 5-6-87	
Engineering	242,847.00
Legal Fees	790.00

Easements	4,450.00	
Albanese Bros. Const. (14)	164,319.94	
Gioioso & Sons Const. (15)	1,334.17	413,741.11

Apple Hill Technology Park: Engineering	2,307.75
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Andover St. Temp. Loans in Anti State Reimb	65,262.00
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SEWER PROJECTS

REVENUE

Cash	467,989.80
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LIABILITIES & RESERVES

Sewer Line—Pleasant St./High School	101,694.63
Sewer Const.—STM—Art. 5—5/6/87	91,555.07
Apple Hill Tech. Park—Line Ext.	274,740.10
	<u>467,989.80</u>

TRUST FUNDS

REVENUE

Cash	588.24	
Invested	485,112.14	485,700.38

LIABILITIES & RESERVES

Conservation	61,321.11	
Foster School	10,661.43	
Peirce Essay	718.01	
Cemetery Perpetual Care	9,983.47	
Mahoney Family	1,607.21	
Stabilization	2,568.14	
Fairgrieve Memorial	398,841.01	485,700.38

Employee Earnings

Name	Salary
Bagley, Sandra	263.20
Barbeau, Michelle	587.93
Barchard, Angela	1,359.28
Collins, Edward	149.55
Cotter, F. Judith	388.80
Curseaden, Esther	445.22
Day, Kathaleen	337.31
DeSilva, Rachel	411.06
Desmarais, Elisabeth	37,687.54
Fu, Tina	306.51
Gaffney, Mary	15,762.10
Grenda, John	7,468.99
Haines, Elinor	18,957.13
Hazel, Carol	661.02
Hodges, Candace	951.40
Kutcher, Mary	14,175.46
Levy, Susan	8,375.20
McLaughlin, Mary	13,411.74
Moore, Frances	28,129.34
Salvato, Joyce	1,867.08
Toppin, Joanne	2,622.05

Name	Salary
Jeremiah Delaney	\$19,019
Patricia Hennessy	13,779
Catherine Mazzuchi	9,737
John J. McCarthy	33,051
Loretta Miggos	29,561
Thomas Monahan	23,619
George T. Nawn, Sr.	40,525
David R. Sargent	15,988
Sandra Stevens	9,737

Name	Regular	Overtime	Total
Cynthia Bravernick	\$16,644.81	—0—	\$16,644.81
Warren Carey	41,714.58	—0—	41,714.58
Mary Casazza	2,031.86	—0—	2,031.86
Donna Gill	18,894.35	450.12	19,344.47
Theresa Gillette	19,298.55	—0—	19,298.55
Doris Harding	23,680.15	577.61	24,257.76
Elizabeth Johnson	14,093.26	—0—	14,093.26
Ellen Keefe	3,902.34	—0—	3,902.34
Dorothy Lightfoot	18,690.12	—0—	18,690.12
Patricia Qua	22,282.11	133.36	22,415.47
David Sullivan	42,030.69	218.56	42,249.25
Linda Ricardo-Brabant	21,566.59		21,566.59

Name	Salary
William R. McMenimen	\$38,232.74
Thomas G. Carbone	2,539.92
Virginia H. Coviello	22,487.00
Linda Roy	1,102.80
James Manley	1,712.52
Carol O'Neill	574.97
Jacquelyn Walsh	251.40
William L. Lindsey	500.00
Alan W. Dunlevy	400.00
Donald H. Miller, M.D.	100.00

Name	Salary	Overtime
Amari, Peter	\$42,252.73	\$1,318.04
Barry, John	28,673.27	2,776.11
Bolton, Clifford	34,088.86	4,990.72
Bolton, Leonard	30,072.54	2,326.36
Budryk, Robert	19,695.44	1,928.12
Carroll, Robert	34,723.83	3,503.21
Cormier, Martin	32,746.45	2,881.26
Coviello, Chris	16,553.04	1,566.61
Delucia, Joseph	35,252.55	893.89
DiCalogero, Anthony	47,524.06	6,478.05
Doherty, Paul	35,033.70	4,709.11
Doherty, Paul Jr.	21,193.85	3,108.20
Donovan, Alfred	34,111.07	1,731.21
Ford, Ralph	35,774.62	4,917.13
Gearty, Paul	53,902.01	4,846.93
Haines, Robert	32,088.04	4,469.49
Hazel, George	54,517.21	5,979.29
Hodgdon, James	24,356.24	3,325.48
Hood, James	21,471.93	2,893.62
Jamieson, Walter	55,776.38	617.98
Johnson, Paul	5,471.88	7,812.87
Jones, Jimmy	31,430.04	174.00
Jop, Walter	45,916.56	8,167.10
Kandrotas, Stephen	38,331.12	4,617.80
Lafortune, Raymond	21,159.63	2,453.95
Landers, Alan	35,940.51	589.64
Landers, Richard	44,646.76	5,054.63
Latta, William	33,698.00	1,485.05
Layne, Warren	52,537.47	8,090.76
Layne, William	49,869.23	6,726.99
Luz, James	39,870.27	3,783.95
Mackey, John	71,139.84	505.82
Maguire, Debra	25,097.14	1,281.73
Martin, Edward	58,894.94	8,028.70
McKenna, James	45,367.44	7,974.38
Nickerson, Jerillie	24,109.69	4,642.99
Pappas, Francis	23,561.51	2,276.29
Perry, Henry	35,197.03	4,374.53
Perry, Mark	21,300.59	2,902.28
Peterson, Dennis	45,134.18	5,288.93
Powers, John	35,973.06	3,912.83
Reese, Kevin	21,254.36	2,355.00
Ringwood, Paul	36,819.92	7,293.92
Rosen, Denise	59,684.49	424.58
Ryan, Donald	34,811.99	—
Schwalb, William	21,211.25	1,598.98
Sheehan, Michael	21,385.53	2,670.18
Sheehan, Timothy	23,567.23	2,537.32
Stephens, Allan	35,979.00	3,061.97
Suarez, Jeffery	16,365.12	1,382.60
Tanguay, Roger	28,717.88	3,897.87
Thomas, Thomas	30,315.05	2,889.42
Tumenas, William	16,592.28	946.24
Warren, Brian	21,435.93	1,877.68
Westaway, Robert	29,027.50	3,916.54
Higgingotham, Maryellen	26,029.41	395.70
Newton, Eileen	8,443.90	50.96
Terrazzano, Virginia	21,305.63	304.74
Patterson, Herbert	8,855.84	—

Name of Employee	Base Salary Incl. Longevity	Overtime	All Other	Annual Gross Salary
David Austin	\$40,037.59	\$12,463.79		\$52,501.38
Richard Barrelle	43,813.88	777.57		44,591.45
Robert Briggs	27,973.11	15,279.43		43,252.54
John Burris	37,460.27	11,315.88		48,776.15
Michael P. Callahan	19,910.12	3,508.41		23,418.53
Michael T. Callahan	19,155.21	2,054.61		21,209.82
Robert Calistro	26,653.33	2,325.84		28,979.17
Robert Collins	45,242.58	13,211.66		58,454.24
Gerald Colton	29,587.01	5,175.18		34,762.19
Stephen Cotugno	32,496.17	4,924.05		37,420.22
John Coviello	33,445.18	7,347.63		40,792.81
John Cuneo	53,756.25	8.86		53,765.11
Mary Daley	28,138.39	3,662.75		31,801.14
Cosmo DiBiase	33,722.62	3,086.70		36,859.32
Joseph Dogherty	31,402.59	7,558.25		38,960.84
Robert Dogherty	34,226.23	6,538.19		40,764.42
Daniel Donovan	33,378.41	7,858.91		41,237.32
Lawrence Driscoll	40,037.60	12,422.74		52,460.34
James Farley	33,150.05	8,044.55		41,194.60
John Field	40,037.57	13,321.18		53,358.75
Oscar Forero	32,145.17	7,643.23		39,788.40
Robert Fowler	42,277.24	14,895.24		57,172.48
Richard Gath	45,970.63	14,957.02		60,927.65
James Giasullo	26,187.36	8,338.17		34,525.53
Russell Gourley, Jr.	35,431.14	114.58		35,545.72
James Graham	44,566.71	7,816.58		52,383.29
Donald Greer	51,175.12	6,015.70		57,190.82
Donald Greer, Jr.	31,795.85	8,185.97		39,981.82
Richard Hamm	28,835.61	5,288.53		34,124.14
Michael Hazel	28,034.82	7,963.58		35,998.40
Kenneth Holden	47,572.84	4,301.52		51,874.36
Brian Hurley	9,795.68	250.54		10,046.22
Mary Kane	31,348.93	74.34		31,423.27
Edward Kearns	37,460.25	9,568.97		47,029.23
Scott Keddle	28,900.99	6,749.74		35,650.73
Gary Kerr	24,731.93	6,156.50		30,888.43
David Levy	40,037.60	9,526.75		49,564.35
John Lightfoot	34,518.95	7,964.52		42,483.47
Robert Little	31,964.24	8,339.85		40,304.09
Richard Mackey	33,711.82	6,341.38		40,053.20
Paul Mahoney	34,974.90	9,708.14		44,683.04
Kenneth Mallinson	34,062.51	9,533.06		43,595.57
Russell McGlaufflin	9,795.68	517.74		10,313.42
William Millett	33,150.05	8,594.80		41,744.85
Constance Morris	27,035.40	3,356.24		30,391.64
Robert Morris	32,237.73	324.90		32,562.63
Timothy Niven	33,655.55	11,066.17		44,721.72
John O'Neill	32,894.96	5,960.09		38,855.05
Richard O'Neill	34,959.60	9,209.24		44,168.84
Stephen Powers	33,694.87	8,684.65		42,379.32
Kenneth Rapoza	19,165.80	1,891.46		21,057.26
Bruce Reed	40,387.31	11,256.08		51,643.39
James Ryan	39,230.32	14,467.47		53,697.79
Thomas Ryan	58,974.67			58,974.67
Daniel Sitar	28,876.03	5,896.50		34,772.53
Michael Sitar	35,710.52	7,949.28		43,659.80
Daniel Small	25,489.30	5,826.10		31,315.40
Donna Smith	17,184.94	3,904.07		21,089.01
Albert Vasas	9,795.68	647.06		10,442.74
Vance VonKahle	28,759.93	2,411.95		31,171.88
Jon Viscione	33,055.85	8,143.26		41,199.11
Edward Wilson	20,314.64	4,494.53		24,809.17
George Yost	39,237.51	10,668.44		49,905.95
Phillip Zerofski	43,460.19	14,279.06		57,739.25

Name	Salary	Overtime	Total
Barry, Cornelius J.	26,530.60	3,248.91	29,779.51
Belida, Robert A.	32,449.22	6,138.66	38,587.88
Blakeney, William L., Jr.	33,504.31	4,248.71	37,753.02
Brooke, Mary Ellen	2,175.00		2,175.00
Burke, Mamie V.	22,282.11		22,282.11
Burris, William R., Jr.	51,200.87		51,200.87
Casey, Thomas J.	30,704.70	1,828.31	32,533.01
Chandler, William, Jr.	34,506.06	5,361.80	39,866.86
Conlon, Kevin M.	28,413.15	4,479.01	32,892.16
Conlon, Thomas	5,304.00		5,304.00
Conway, Shawn R.	2,055.00		2,055.00
Cooke, Steve	1,665.00		1,665.00
Covietto, Kenn T.	1,725.00		1,725.00
Cuskey, Lorraine M.	28,122.42		28,122.42
DeRoche, George W.	35,505.06	6,754.37	42,260.43
Deshler, George R.	36,431.54	3,737.72	40,169.26
Doherty, Doris R.	22,638.52		22,638.52
Doherty, Evelyn A.	32,980.74		32,980.74
Fiorello, Thomas	35,504.04		35,504.04
Garrant, Leon	37,679.20	1,473.69	39,152.89
Gath, Brian R.	28,122.96	5,135.48	33,258.44
Giannetti, Frank P.	28,122.96	3,867.33	31,990.29
Gray, Alfred L.	42,030.69	46.82	42,077.51
Haley, Walter V.	33,003.92	4,844.40	37,848.32
Hallisey, Jill	10,905.14		10,905.14
Hudson, Royal R.	28,122.96	4,119.96	32,242.92
Hunter, Robert A.	4,452.00		4,452.00
Hynes, Jack	0.00	494.11	494.11
Kane, John C.	42,080.69	3,678.36	45,759.05
Kane, Lawrence G.	28,243.36	2,734.63	30,977.99
Kelly, Kevin D.	1,860.00		1,860.00
Lambert, Paul F.	34,580.06	5,154.40	39,734.46
Lightfoot, Ernest J.	39,837.67	7,820.46	47,658.13
Lightfoot, James M.	28,172.96	4,139.27	32, 2.23
Lombardi, Robert G.	1,995.00		1,995.00
MacGilvary, Allan P.	26,530.60	6,095.40	32,626.00
Marsh, Robert R.	37,407.54	0.00	37,407.54
Marshall, James G.	38,741.52	5,414.07	44,155.49
Martin, Timothy	1,905.00		1,905.00
McCarthy, John P.	40,749.67	3,423.35	44,173.02
Miller, John M.	1,492.50		1,492.50
Monahan, Linda M.	27,326.29	801.90	28,128.19
Nolan, James E.	36,322.10	3,458.83	39,780.93
Nolan, Robert J.	28,122.96	4,925.25	33,048.21
Notenboom, George	26,762.04	2,919.72	29,681.76
Peters, Michael D.	26,530.60	2,739.75	29,270.35
Richards, Clarence A.	28,122.96	4,196.49	32,319.45
Salerno, John	19,834.25	2,515.57	22,349.82
Sands, Chris	1,680.00		1,680.00
Sellers, Frank W.	26,786.37	0.00	26,786.37
Sheehan, Kelly	2,010.00		2,010.00
Sheehan, Richard	4,752.00		4,752.00
Shimkus, James T.	35,750.27	2,881.06	38,631.33
Stoddard, Richard E.	33,504.31	8,382.02	41,886.33
Stokes, Clayton	8,350.80		8,350.80
Stronarch, Timothy	28,122.96	3,031.98	31,154.94
Treachis, Dean	24,284.19	5,578.76	29,862.95
Trott, Roger N.	42,030.69	7,436.54	49,467.23
Vieweg, Edward, Jr.	25,844.04	5,916.64	31,760.68
Ward, Jack W.	28,252.17	2,923.53	31,175.70
Westaway, Richard L.	35,456.06	6,500.30	41,956.36
Wilkinson, William J.	40,934.17	10,667.77	51,601.94
Zedina, Louis	36,548.40	348.27	36,896.67

Name	Salary
Thomas Berube	\$44,066
Lorraine Whynaught	39,084
Linda Curtis	21,829
Barbara Hague	21,676
Sally Jarossi	22,137
Edwina Hudson	32,190
Sandra Barbeau	44,291
Helen O'Donnell	30,368
Charles Coppola	5,976
Charles Coldwell	6,704
Louis Carciofi	6,000
William Hurton	6,000
John J. Kelley, Jr.	6,245
James Manley	16,169
Warren Brothers	27,860
David Cressman	62,000

Name	Salary
Helen Warren	\$19,235.00
Kathleen Collins	\$22,679.00
Barbara Westaway	\$ 2,561.00
Elizabeth Carey	\$39,053.00

Name	Salary
Cynthia Abate-Upson	\$30,151.60
James K. Ackman	3,419.00
Carole Acone Callahan	32,358.40
Mary L. Adams	6,055.50
Peter M. Adams	1,665.00
Thomas Adley	25.00
Jolene Albrecht	408.00
Charles Allen	35,546.37
Joan Andella	4,743.49
Ruth Anderson	34,545.28
Jason Andrews	35,384.30
Robert P. Appolloni	34,532.32
Henrietta L. Araujo	30,991.46
Roland Aubrey	659.00
Linda J. Austin	7,997.54
James T. Auten	35,107.11
Robert W. Aylward	45,705.63
Robert W. Aylward	258.00
Barbara Baker	80.00
Gary Ballou	2,864.00
Thomas Barnaby	20.00
Sandra Barnett	30,711.81
Cornelius J. Barry	2,864.00
Donald R. Barry	35,101.15
Cynthia A. Basteri	34,546.94
Lawrence J. Basteri, Jr.	37,854.04
Mary A. Beattie	600.00
Linda Beaulieu	8,587.39
Elinor Beloin	11,591.90
Judith K. Berube	30,738.89
Sandra C. Bettencourt	34,532.32
Nancy Billings	31,455.48
Dale D. Black	31,926.77
Catherine A. Blake	1,036.80
Anthony Blandini	30,738.31
Roseanne Boghossian	36,707.30
Linda Boucher	7,265.21
Mark Boucher	27.50

Name	Salary	Name	Salary
Rita Boudreau	8,719.82	Jacqueline Dupont	30,721.14
Warren Bowen	37,488.81	Gale F. Hanna Durkin	917.22
Albert W. Bradley	35,304.80	Judith Ann Dziadosz	5,362.50
Kathleen Brandt	10,991.96	George Economou	30,711.81
Arlene Breault	34,550.29	Cassandra M. Edell	31,837.58
Sally Brennan	3,670.00	Eleanor Edelstein	28,986.99
John C. Bresnahan, Jr.	34,532.32	William R. Emerson	3,000.00
Catherine Brimer	30,711.81	Annina Faraci	12,842.36
Carol Kenney Brooks	21,890.05	Nancy Jean Forsyth	36,736.57
Judith E. Bruce	29,618.03	Mary Feick	30,711.81
Melanie Buccola	34,545.86	Martha A. Feran	5,691.00
Christopher Buckley	25.00	Joseph Fernald	408.75
Joseph P. Buckley	34,894.13	Sharon Ferullo	21,141.58
Maureen A. Buckley	30,711.81	Elaine Fiske	30,720.45
Virginia Bunting	31,351.40	Judith I. Fitzgerald	7,033.01
Antoinette Byrnes	33,250.18	Dorothy Foley	34,532.32
Virginia Callahan	34,532.32	Marilyn H. Fowler	5,610.00
Gertrude M. Carey	35,780.09	Leo Frechette	34,586.48
Keith Carpenter	22.50	Joan Friedman	34,532.32
Myra Chang Thompson	22,109.43	Jan H. Fuller	35,801.69
Teresa Cheetham	1,669.00	M. Elizabeth Gaffney	38,208.65
Nordice Chute	21,868.23	Mary M. Gale	5,579.13
Joan Ciambella	30,720.45	Carole Anne Gallo	30,992.86
Carlton Clark, Jr.	34,532.32	Sal J. Gallo	40,918.63
Claire M. Clark	3,182.32	Louis A. Garceau	35,120.36
John C. Clark	35,839.37	Eileen F. Gardner	31,045.30
Debra J. Cody	3,152.32	Frances Gath	30,741.44
Maureen Cody	30,711.81	Louise A. Gearty	22,255.50
Annamae Coffin	1,080.00	Mary Lee Goguen	40.00
Donna M. Colella	3,000.00	Constance Goldsworthy	34,532.32
Bryce L. Collins	32,885.78	Debra Goodhue	307.66
Marjorie Conlon	30,849.77	Justin Gordon	72.50
Thomas Conlon	36,089.41	Donna Graham	33,951.68
Kathleen J. Connell	19,494.73	Mary Jayne Gray	35,114.11
Kathy Connolly	10,291.74	Kathleen Green	2,599.90
Matthew Conserva	1,588.00	Paula A. Gregory	200.00
Karla Conway	34,532.32	Maureen C. Gropman	36,373.80
Donald A. Cormier	30,492.82	Richard Gropman	34,559.40
Jacqueline Cote	1,469.48	Sheila Gurry	30,718.03
Heather Coyle	1,620.00	Linda Hair	35,079.55
Edward D. Cremins	35,275.74	Yvonne M. Hall	22,800.36
Robert K. Cullen	35,347.82	Gail M. Hamilton	30,711.81
Debra Ann Day	120.00	Deborah Hand	12.50
Alma A. Davis	35,780.09	Stephanie Hanley	2,079.00
Meredith Debow	35,079.55	Bonita Hansberry	33,051.36
Robert C. Degaravilla	34,545.86	Margaret M. Harcourt	30,711.81
Joseph Delgrosso	19,032.51	Christine Hassan	30,711.81
Madeline Deluca	30,711.81	George Hazel	3,058.00
Heidi L. Derosa	30,711.81	Patricia A. Hegarty	4,154.26
Patricia Dias	30,711.81	Trudy Hennemuth	14,881.73
Patricia M. Dibiase	40.00	Mary Herlihy	30,725.35
Mary Diciaccio	16,550.87	Carole Holmy	34,532.32
Janice DiPietro	7,982.54	Judith A. Hopkins	18,224.55
Edward J. Doherty	1,914.00	Robert Horgan	34,532.32
Ann M. Donnelly	5,283.25	Craig L. Howard	34,545.28
John L. Donoghue	34,557.32	Dorothy Hudak	35,079.55
Linda A. Donoghue	111.36	Mary Jean Hughes	1,886.00
Alfred P. Donovan	2,722.00	Maureen Jackman	30,711.81
Martha R. Doukzewicz	19,481.48	Isabel L. Jankelson	35,118.43
Mary A. Drevet	4,779.00	August P. Jardin	35,221.74
Barbara G. Duarte	30,746.37	John F. Jarek	34,645.57
Marie C. Dube	23,104.78	Donna M. Johnson	1,671.00
Henri A. Dufour	34,782.32	Laurel S. Johnson	50.00

Name	Salary
Jane Juskiewicz	8,704.82
George Kalarites	34,865.32
Marcia A. Kalarites	34,540.96
Mary Kaminski	2,005.00
Maureen Kane	30,711.81
Kaspar Kasparian	35,988.54
James P. Kastritis	36,919.57
Philip F. Kearney	13,327.76
Barbara A. Keefe	7,088.25
Richard Keefe	20.00
Mary Louise Keenan	35,132.55
Louise E. Kelley	1,498.77
Jane A. Kelley	34,732.32
Joan E. Kelley	35,780.09
Mary P. Kennedy	29,014.98
Dianne L. Kelley	8,362.59
Maureen P. Kelley	27,088.00
Jan B. Kyser	5,384.75
Arlene King	37,761.04
Pauline J. King	30,737.12
William Kirwin	35,432.88
Ann L. Knower	35,793.63
Kathleen Knowles	17,720.55
Gail Knowlton	74.24
Gwen Kodner	28,986.99
Patricia Koravos	31,819.53
Christos Koumantzelis	36,582.63
Iris Koumantzelis	30,711.81
Joanna Krainski	37,331.08
Marilyn Krikorian	2,457.52
Patricia A. Krol	34,558.82
Barbara E. Krueger	31,994.58
Elizabeth Kyle	35,806.59

Name	Salary
Charles J. Labella	\$3,166.64
Heather Lachance	576.00
Susan Lachance	34,532.32
Cheryl Laffey	37.12
Mary Laffey	31,804.91
Carol LaMonica	37.12
Susan Lamotte	24,166.81
Patricia Lannon	30,711.81
Joseph A. LeProhon	38,320.71
Cynthia L. Lavallee	29,501.65
Nancy Laws	31,335.51
Frederick Leahy	36,591.27
Donna Lecam	35,579.55
Alfred Leclair	34,532.32
James L. Leclair	37,451.00
Alice LeDuc	20,573.50
Meredith LeDuc	155.00
Steven Levine	38,625.05
Ernest J. Lightfoot	2,964.00
Patricia A. Lightfoot	8,632.59
Andrea Lisavich	50.00
Sharlene Locker	33,427.09
Judith E. Lodi	30,812.91
Wade Longley	35,106.63
Raymond Loosen	34,548.99
Elizabeth B. Lucas	7,313.08
Janice Lunn	35,079.79
Pamela Lussier	11,576.90

Name	Salary
Anita MacDonald	40,162.54
Robert MacDougall	39,681.79
Thomas J. Madden	35,295.76
Ann Maloney	26,052.14
Rosamond E. Malatesta	35,032.96
Linda Malone	20,488.98
Robert B. Maloney	34,548.99
Anne Maloy	30,779.12
John Maloy	35,329.72
James Manley II	31,386.81
Mary Manseau	35,793.05
Robert L. Manzi	40,428.81
Norman L. Marble	34,532.32
Mary Marcucci	8,042.98
David Marcus	34,534.27
Elsa A. Marsh	31,904.23
Helen Matysczak	29,012.30
Benjamin J. Maxwell	3,333.28
Elaine Maxwell	32,529.78
Keven McArdle	38,458.86
Monica McBrine	220.00
Evelyn D. McCabe	6,045.25
Janice L. McCabe	34,532.32
Robert F. McCabe	39,634.94
Pamela McDade	30,725.06
Anne McDermott	28,986.99
Patricia R. McDonnell	30,711.81
James K. McGuire	36,994.41
Carolyn A. McLaughlin	30,720.45
James McLaughlin	52.50
Janet Mary McMahan	31,386.81
Maureen McNamara	34,532.32
Maureen McSheehy	26,558.90
Brenda McWilliams	30,729.09
Darlene Meehan	206.25
Christine A. Mehigan	290.40
Robert Melillo	3,051.00
Barbara Mersereau	27,017.23
Patricia Meuse	3,000.00
Sharon McArdle Milenavich	35,257.32
Kathleen Mofield	33,183.89
Timothy Monahan	258.00
Joseph E. Morello	1,463.00
Therese H. Morin	3,751.15
Thomas A. Morrill II	24,648.06
Mary C. Morris	7,474.31
Mary Louise Morris	31,804.91
Richard Mousseau	34,532.32
David Mullen	32,670.56
Elaine Mullen	30,711.81
Diana Mulligan	37.12
Mildred Mulno	34,783.08
Lois E. Murphy	3,584.44
Robert Murphy	2,277.00
Mary Murray	36,163.34
Joseph Musumeci	40,074.39
Lorraine Nastek	31,156.86
Norma Nastek	4,027.53
Mary A. Nawn	5,476.50
Thomas Nawn	42,012.40
Lisa Neary Hughes	26,750.49
Pamela Needham	22,739.08
Carlene Neumann	35,079.55
Marie Nguyen	27.50

Name	Salary
Joan M. Norton	22,250.15
Linda Novelli	35,780.09
Brenda A. O'Brien	30,751.56
Daniel G. O'Brien	30,711.81
Joanne O'Brien	19,522.39
Marilyn P. O'Brien	38,189.18
Norris O'Brien	36,583.77
Ann O'Hara	30,711.81
Jean Olsen	7,982.54
Scott Olsen	23.75
Teresa O'Neill	1,464.63
Glenn W. Osterman	34,572.07
Rita O'Sullivan	35,403.52
Thomas O'Toole	18,874.25
Brian O'Toole	115.00
Richard Otis	34,587.56
Stephanie Pagiavlas	34,348.37
Theresa B. Pailes	207.36
Robert Paine	27.50
James Panniella	530.00
Donna Marie Paolilli	181.44
Elizabeth F. Papik	34,546.94
Andrew Pappathan	34,545.86
Susan Patterson	32,633.97
George Paul	36,327.14
Robert Payne	30.00
Dorothy Peach	8,659.86
Kathleen Penney	6,706.49
Frederick Penza	37,672.68
John H. Perreault	35,780.09
Ruth Perrin	1,190.00
Marjorie A. Petalas	34,538.54
Roger Pilat	30,725.35
Claire Piscione	31,885.47
William Piscione	39,207.55
Hope Place	22,468.23
Gail A. Pollard	11,243.58
Mary A. Primerano	34,545.28
Stephen Prodanas	36,107.79

Name	Salary
George Abodeely	\$47,500.06
Joan Andella	10,142.35
John Anderson	28,447.76
Robert E. Anderson	20,541.98
Ronald E. Anderson	884.00
Eleanor Antonelli Lovette	20,189.73
Florence Antonuk	15,754.81
Norma J. Aylward	11,863.90
Delores Barlow	15,754.95
Henry A. Benson	21,555.81
Priscilla Betses	48,500.12
William J. Bomil	27,668.09
William J. Bomil, Jr.	4,537.00
Patricia Boucher	16,011.04
Bernard Boudreau	28,028.70
Edward Brabant	7,683.00
Theresa D. Brown	20,366.94
Josephine C. Campo	26,557.08
William Carlson	29,063.76
Eugene J. Cocco, Sr.	1,898.00
Rose M. Cochran	3,221.27
Joann Coppola	873.33

Name	Salary
Paula B. Coppola	11,158.43
Kevin W. Crosby	10,339.91
Joseph Crotty	47,500.06
William P. Cuskey, Jr.	22,887.42
Micheline DeAngelis	49,500.06
William DeGregorio	54,900.02
John B. Dey	8,896.48
Dorothy Doherty	11,458.89
William Donahue	325.00
Susan Drouin	623.00
Anne Duncan	26,557.08
Jeremy Duncan	2,635.75
Robert C. Duncan	689.00
Steven Duncan	734.50
Beverly Erlandson	20,366.94
Robert J. Ernest	715.00
Edward J. Farley	63,483.50
James P. Forsyth	255.00
June Fowler	15,954.52
Michael R. Frasca	1,072.50
Dorothy Gendall	25,308.91
Joseph Paul George	43,755.23
Thomas M. Gilbride	28,145.73
Eric D. Gordon	9,183.60
Dean P. Graffeo	364.00
David Greene	24,286.08
George C. Greenman	19,337.01
Richard E. Griffin	54,250.07
Jane Farnham Guild	5,367.50
Patricia A. Hegarty	1,619.00
Sandra J. Hesketh	6,101.53
Robert K. Howard	20,538.01
John N. Hynes	17,515.88
Joanne Kearns	20,366.94
James R. Kelley	1,742.00
Eugene Kelly	25,032.09
John J. Laffey	14,231.19
Michele A. LaFond	5,313.47
William P. Leccese	22,615.20
Thomas W. Lovett	44,999.93
Bruce Alan MacDonald	23,137.04
James D. MacMullin	1,137.50
Mary Maguire	20,366.94
Eileen Mahoney	3,568.22
Deborah R. Mannetta	26.00
Louis E. Marion, Jr.	26,846.11
Daniel N. Martin	23,987.58
Joseph F. McCann	31,752.19
Mary L. McCollim	893.64
Lawrence McGowan	16,173.82
Cameron McLeod	1,768.00
Richard H. Newton	19,349.91
Brooks A. Nyren	6,083.91
William J. Oleson	19,149.95
Paul D. O'Neill	10,765.69
Roy Osterberg	21,168.15
Marsha L. Osterman	1,720.00
Donald C. Page	22,771.03
Edward Pelletier	37,972.23
Raymond C. Penney	2,236.00
Kenneth M. Philbrook	7,033.00
John T. Regolino	33,321.31
Valerie E. Rogers	15,954.52
Anthony Romano	47,762.06

Name	Salary	Name	Salary
Charles Ryan	28,453.45	Robert Carlson	135.00
James J. Ryan, Jr.	14,908.19	Fred Carpenito	43.00
John Ryan	61,983.57	Michele Catalano	15.00
John F. Ryan	2,652.00	Donna Cavanaugh	31.00
Annette L. Salmeri	1,116.05	Larry Cavanaugh	70.00
Jeanne F. Samples	13,688.78	Bob Chamberlain	54.00
Anita Sartori	20,366.94	Teresa Cheetham	25.00
Kurt Schimmelbusch	23,013.78	John Cho	15.00
Ann Sexton	15,954.52	Stacy Ciccolo	150.00
Beverly M. Shattuck	8,602.80	Kevin Ciara	27.00
John P. Silvia	2,158.00	Bill Claffey	52.00
Edward M. Sullivan	2,340.00	Andrew Cohen	40.00
Thomas F. Sullivan, Jr.	27,157.21	Sam Colangelo	49.00
Barbara Tanner	32,841.02	Kristin Conley	15.00
Antonio J. Terenzi	49,750.05	Ann Conlon	25.00
Nancy G. Thompson	20,647.74	Joseph Connors	27.00
Peter G. Thuillier	21,619.65	Paul Connolly	45.00
Elaine M. Tower	16,596.76	Brian Cooper	35.00
Joel A. Trull	28,508.23	Al Cosentino	45.00
William Tsimsos	49,750.05	Bruce Crawford	90.00
John Weir	49,750.05	Cathy Cresta	45.00
David L. Whitney	1,886.00	Fred Curtis	52.00
Rosemarie N. Wilcox	2,096.52	Jay Davidson	43.00
Stephen T. Witham	936.00	Stephen J. Deanne	144.00
John W. Wynn	73,900.13	Peg Demeritt	124.00
James O. Zousimas	23,656.59	Roland A. Desharnais	313.00
Richard Abrahan	93.00	Robert E. Dicey	40.00
Richard Ahern	151.00	Angelo Dinardo	86.00
Joane Aldrich	43.00	Tom Di Pietro	40.00
Douglas Anderson	80.00	Len Errera	54.00
Frank Androski	40.00	Jerry Dodge	54.00
Terry Andrews	121.00	Glenn D. Dolbeare	52.00
Richard Antonelli	86.00	John Donnelly	108.00
Fred Arakelian	40.00	James Doyle	43.00
David Axelrod	80.00	Bob Dumont	112.00
Ken Atkinson	93.00	Jay Dunn	27.00
Robert Aylward, Jr.	55.00	Dale Edmands	90.00
Lawrence B. Bainstow	27.00	Kenneth Eldridge	88.00
Richard J. Abraham	25.00	Len Errera	140.00
Roosevelt Baker	27.00	Ralph Frogione	52.00
Ron Balboni	29.00	George Freeman	45.00
Frank Barbagallo	45.00	Ron Fusco	173.00
Mark Basson	27.00	David J. Fusco	31.00
Ray Begin	27.00	Joseph Gallagher	54.00
Lorraine Benoit	186.00	Luke Galvin	43.00
Bill Bettencourt	45.00	George Garabedian	60.00
Jeff Blanchard	43.00	Victor C. Garabedian	54.00
Al Blanchette	25.00	Cheryl Garvey	40.00
John Boardman	43.00	Joanne B. Gatti	25.00
John Blinn	46.50	Richard Gearin	145.00
John F. Bonish	162.00	Ed Geary	25.00
Frederick J. Borrello	67.50	Lenny Gentile	43.00
George Bossi	12.00	Janet Gillis	62.00
Diminic Boudreau	62.00	James Gilpatrick	31.00
William Boutilier	43.00	Brian D. Gleason	54.00
Daniel F. Britten	15.00	Frank Gomez	62.00
Brian Brooks	20.00	Michael Goodine	55.00
Tommy Brow	52.00	Mike Granfield	138.00
Ron Browder, Jr.	54.00	Phil Grebinar	65.00
Wayne Burgess	86.00	Sean Green	75.00
Kevin A. Cairo	54.00	Neil Guerra	90.00
Marianne Cameron	124.00	Roland H. Guthrie	43.00
Paul Campbell	86.00	David Gwaizda	27.00
Daniel Cargill	43.00	Norm Ham	136.00

Name	Salary	Name	Salary
Brian Hanrahan	15.00	Edward Nizwantowski	43.00
Roger Hardy	31.00	Dennis Murphy	168.00
R J Harrison	40.00	William R. Murphy	45.00
Jon Harvey	20.00	Ted O'Neil	67.00
Anne Hayes	125.00	Mary Norton	160.50
Cynthia Hemenway	124.00	Edward O'Brien	27.00
Andrew Hennigar	43.00	George O'Brien	202.00
Deborah Higgins	62.00	Daniel J. O'Boyle	61.00
Jim Higginbottom	40.00	Jim O'Connell	45.00
Don Higgins	31.00	John Panniello	50.00
Joseph Higgins	49.00	Joseph W. Paolilli, Jr.	400.00
James E. Hileman	20.00	Donna Pappalardo	20.00
Dennis Hogan	91.50	Jeff Paris	62.00
Kenneth Jay	120.00	Paul J. Parir, Jr.	31.00
Ralph Innocenti	52.00	Walter Pero	43.00
Phillip Howshan	65.00	Evan Pilavis	54.00
Walt Janicki	52.00	Ken Pondelli	40.00
John Jones	129.00	John Power	40.50
Larry Kelleher	278.00	Jerry Quaglia	27.00
Kevin Kelley	25.00	Dave Regis	52.00
Robert Kelly	140.00	Bill Ripa	27.00
Bob Kenney	20.00	Carol Rivard	31.00
Frank Keough	43.00	Neville Rivet	49.00
Chris Kinchla	88.00	Joseph Rizzo	40.00
Dick Kopycinski	55.00	George Roach	90.00
John Laffey	50.00	Alex Robinson	43.00
Larry Lafond	65.00	Arthur E. Robinson	92.00
Neil Landry	45.00	Gerald T. Robinson	31.00
Michael Lane	31.00	James Robinson	65.00
Dick LaPierre	40.00	Joseph C. Roux	155.00
Marion E. Larson	72.00	Tony Russo	175.00
Laura Lasa	62.00	Paul Sainato, Jr.	87.00
Peter Lavery	43.00	Jeffrey Sands	40.00
Tony Lavina	31.00	Patrick Sands	25.00
Robert I Leboeuf	72.00	Dominic Sardo	124.00
Allan Legro	52.00	David Savoy	31.00
Wayne Leslie	45.00	Paula Shanks	147.00
Pat Lewis	258.00	Mike Shanahan	43.00
Jennifer Lightfoot	235.00	Neal Sheehan	27.00
Jim Mackey	70.00	Jon Sidorovich	62.50
Michael Lipoma	43.00	Mark K. Singleton	255.00
Colin MacDonald	90.00	Paul J. Siopes	31.00
Esther MacDonald	98.00	Ed Sipowicz	20.00
Jim Malone	45.00	Joyce Skiff	98.00
Jim Mackey	105.00	Virginia C. Slagle	155.00
George J. Manekas	124.00	Peter Sloan	54.00
Gene Manley	97.00	Joseph R. Smith	108.00
Robert Marinelli	52.00	Mike Smith	124.00
Brian McCarthy	48.00	Jon Sidorovich	49.00
Joseph W. McAuliffe	43.00	Michael Snoddy	31.00
Ben McConaghy	56.00	Charles W. Souza	123.00
Michael J. McCormack	25.00	Karen Stephens	125.00
Daniel McGee	40.00	Barry Spears	43.00
Buzz McHale	30.00	Thomas Strandberg	27.00
John McNamara, Jr.	27.00	Daniel Sullivan	31.00
Clyde Meyerhoefer	63.00	George Sullivan	52.00
David McSweeney	30.00	James T. Sullivan	148.50
George Millette	20.00	Michael B. Sullivan	106.00
Ken Mills	27.00	Michael L. Taffe	52.00
Tim Monahan	30.00	Tom Teichman	49.00
John J. Morandi, Jr.	90.00	Lorne Thomas	49.00
Roger Morrison	81.00	Thomas F. Tobin	31.00
David Murachuer	43.00	Lorne Thomas	49.00
David Murray	86.00	Bill Tibert	67.50

Name	Salary
Tim Tolson	31.00
Paula Jean Torode	25.00
Tibor Toth	136.50
Donald Tremblay	43.00
Dan Trepanier	107.00
Robert Trudel	43.00
Shawn T. Tully	85.00
Phil Vaccaro	43.00
Thomas Verrill	75.00
Ray Voisine	62.00
Brian M. Wahl	35.00
Edward J. Walsh	25.00
John J. Walsh	93.00
Ronald J. Wante	20.00
James Ward	108.00
Ronald Weeks	52.00
Tom Wesolowski	60.00
Stephen Woodbury	45.00
Tom Woods	54.00
Arthur E. Yancy	49.00
Jim Young	46.50
Thomas Wourgiotis	54.00

Name	Salary
Joan Barnaby	\$4,668.09
Maureen Bedard	6,280.30
Eleanor Bissett	9,032.58
Phyllis Boumel	10,401.07
Barbara A. Curtin	321.00
Carolyn M. DeSisto	587.17
Joan E. Dey	29,499.00
Mary P. Dibella	6,650.12
Judy Dickinson	8,962.51
Marie Difabio	8,112.46
Anna B. Dobbin	6,650.12
Sandra C. Ethier	5,489.91
Mary E. Fox	1,562.19
Agnes Fowler	8,198.26
Linda M. French	1,812.27
Carole Friedman	10,003.70
Deborah Gardiner	3,041.44
Margaret Gilbert	8,198.26
Patricia Gilpillian	494.88
Marie J. Gleason	2,478.42
Marilyn W. Gretskey	6,650.12
Judith A. Hanlon	7,653.94
Theresa Harrington	6,133.68
Rochelle Hastings	9,035.02
Elaine Hopkins	5,360.95
Diane Lombardi	7,716.65
Lorraine McPhee	10,069.33
Kim C. Miller	831.93
Concetta M. Miranda	7,083.05
Dolores Montecalvo	8,191.74
Rose Moore	10,228.70
Denise Morrissey	545.70
Patricia A. Napoli	8,844.76
Ann Marie Nicholson	1,068.65
Marie Nolan	8,318.26
Sharon Paquette	1,792.26
Mildred Patterson	8,108.38
Zenaida Pineiro	139.10
Barbara Proulx	24.08

Name	Salary
Jeannine Rheault	6,130.16
Patricia Robertson	58.85
Elizabeth Ryder	8,248.26
Marsha Scurka	811.86
Mary Ellen Slater	1,768.19
Barbara Stevens	8,348.26
Louise Suozzo	6,489.76
Joan Sutherby	2,919.78
Ivane Thibodeau	8,050.73
Joanne R. Toppin	264.82
Kay Thorsen	4,886.14
Marcella Urquhart	4,532.93
Della Walsh	2,803.40
Gerry Weaver	21.40
Kathy Westaway	922.89
Janice M. Woodman	6,481.30

Name	Salary
Kathryn Quinn	\$30,711.81
Martha Quinn	34,732.41
Elise Racicot	34,532.32
Elinor A. Read	34,548.99
Claire Reed	30,711.81
Frances Renaud-Stephan	38,202.72
William Rice	62.50
Gerald Rideout	37,248.49
Maureen Rideout	31,727.35
Elaine Riley	4,358.02
Bonnie L. Roberts	30,533.35
Marimargaret Roberts	34,532.32
Carol Rodgers	35,079.55
Daniel Rogacki	30,711.81
Dawn E. Rogers	80.00
Kerry Rogers	103.75
Cathy Ronan	34,700.96
Geraldine Rubico	30,711.81
Marie T. Rubin	80.00
Georgia Ruckledge	23,990.05
Joan Ryan	30,711.81
Sandra Jean Ryan	35,780.09
Shawn Ryan	22.50
Carol A. St. Germain	29,001.61
Agnes Sacramone	35,666.61
Carol Sagro	35,579.55
Denise Marie Saindon	27,737.73
Sandra Samojeden	36,288.79
Patrick Sands	1,715.00
Shirley Sanford	30,711.81
Elizabeth Santos	30,711.81
Charlotte Sargent	21,855.50
Mary Sarsfield	3,152.32
Richard Schadlick	34,603.92
Michael Schena	2,057.00
Susan Scofield	30,711.81
Eugene Sdoia	35,109.18
Patricia M. Shanahan	37.12
Gail Shinberg	36,580.09
Nelson Simao	60.00
Timothy J. Sloman	31,635.35
Gerald Smith	6,382.20
Margaret Smith	8,123.55
Andrew Stack	132.50
Jennifer Spadafora	24,093.87

Name	Salary
Marilyn Steele	21,929.80
Vasilike J. Stevens	6,256.75
Alan B. Stewart	15.00
Donald Stewart	40,920.41
Kimberly Stewart	22.50
Lee Ann Stewart	2,532.00
Patricia Stratis	30,711.81
Carole Sullivan	34,532.32
Barbara J. Sullivan	2,005.22
Dolores A. Sullivan	35,220.69
Donald Sullivan	37,114.00
Edward Sullivan	41.25
Mary L. Sullivan	35,780.09
Rosemary G. Sullivan	5,644.00
Stella F. Sullivan	12,642.27
Donna L. Tanner	41,300.55
Charyl A. Tassinari	37.12
Julianne Taylor	87.50
Julia Tayrani	37.12
Patricia Tellier	30,548.21
Betty Ann Themeles	31,156.86
Christine Themeles	31,514.18
Catherine Thompson	288.00
Susan Thorne	29,187.72
Eileen M. Tibbetts	41,172.82
Janice M. Tibbetts	816.00
Priscilla Titus	34,783.08
Christopher Tosto	384.00
William Traveis	37,049.04
Scott Tremlett	1,781.00
Mary E. Turcotte	5,264.75
Betty Turner	35,780.09
Linda Vassil	1,797.00
Barbara Vitallo	30,711.81
Sheila Walsh	30,711.81
Thomas M. Walsh, Jr.	32,962.85
Karen Ann Ware	30,711.81
Robert A. Ware	2,580.00
Monica B. Weir	30,736.81
Lisa Roach	24,323.81
Alfred J. White	37,924.29
Rose M. White	31,793.85
Roger Whittlesey, Jr.	37,414.18
Jacqueline Williamson	30,749.13
Doris Worthington	10,331.71
David Woodworth	22.50
Warren J. Yaeger	36,936.91
Jennie Zantuhos	30,720.45
Richard Zbieg	33,882.88

Name	Salary
Janet Smith	8,085.27
Karen Hennessy	1,795.00
Patricia Lightfoot	1,750.00
Diane Cedorchuk	1,500.00
Melissa Beaulieu	1,050.00
Kenneth Mackey	1,050.00
Paul Botto	875.00
Donna Gardiner	175.00
Renee Daly	78.75
Jill Klerowski	89.06
Melanie Landers	125.63
Teresa Lightfoot	88.13
Elyce Botto	30.00
Kristi Tribble	73.13
Farrah Douglas	146.25
Melissa Twohib	15.00
Deborah Foley	150.00

Name	Salary
Chet Flynn	3,609.00
Donna Gardiner	1,200.00
Noreen Rigby	150.00
Thomas Walsh	1,650.00
James Latta	150.00
Christina Waaramaa	11,500.00
Kathleen Bowen	1,050.00
Christina Barbato	700.00

Name	Salary
Thomas B. Hodgson	25,061.21
Yolanda Luongo	28,220.12

THUMBNAIL SKETCH OF PARLIAMENTARY PROCEDURE
FOR TEWKSBURY TOWN MEETING
Compliments of LEAGUE OF WOMEN VOTERS OF TEWKSBURY

TYPE	MOTIONS	Can be Debated	Can be Amended	Can be Reconsidered	VOTE REQUIRED
Listed In Order of Preference	Adjourn sine die				Majority
	Adjourn to a fixed time or recess	X	X		Majority
	Fix the time for adjournment	X	X	X	Majority
	Question of privilege				None
	Lay on the table			X	Majority
Subsidiary	Previous question				Majority
	Limit or extend debate			X	2/3
	Postpone to a fixed time	X	X	X	Majority
	Amend	X	X	X	Majority
	Postpone indefinitely	X		X	Majority
Incidental	Point of order				None
	Appeal	X		X	Majority
	Withdraw or modify a motion				Majority
	Suspension of rules				2/3
	Main	X	X	X	See notes on following pg.
	Reconsider	*			2/3
	Rescind	*			Majority
	Take from the table				Majority

*Precedence of motion being reconsidered
or rescinded and debatable to same extent.

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At Your Service

AMBULANCE	851-7355	
Fire Department	851-7355	
Assessors, Town Hall	851-3028	
Auditor, Town Hall	851-7612	
Board of Registrars (Voter Info.)	851-2383	
Building Commissioner (DPW Building)	851-7461	
Community Action Committee		
Medical Transportation	851-4342	
Conservation Commission (DPW) Building	851-6905	
Dog Officer	851-6421	851-7373
FIRE DEPARTMENT		
To Report a Fire	851-7355	
Other Fire Information	851-7356	
Health Board, Town Hall	851-6371	
Housing Authority	851-7392	
Library, Harold J. Patten, Town Hall Ave.	851-6071	
Parking Clerk	851-2383	
Planning Board (DPW Building, Whipple Rd.) ..	851-9761	
Plumbing Inspector (DPW Building, Whipple Rd.)	851-7461	
POLICE DEPARTMENT 935 Main Street	851-7373	
DEPARTMENT OF PUBLIC WORKS , 999 Whipple Road		
Superintendent	851-7341	
Highway	851-7341	
Recreation Dept.	851-3161	
Sewer Dept.	851-7341	
Town Engineer	851-7341	
Tree Department	851-7341	
Water Dept.	851-2351	851-7341
For Emergencies, phone Police Dept.	851-7373	
Park Dept., Livingston St.	851-3502	
SCHOOL DEPARTMENT		
Athletic Director	851-6044	
Loella Dewing School, 1469 Andover St.	851-4316	
Heath Brook School, Shawsheen St.	851-9112	
Junior High School, 10 Victor Drive	851-3709	
Guidance Department	851-3411	
Lunch Program Supervisor	851-9121	
Memorial High School, 320 Pleasant St.	851-2011	851-2022
North Street School, 133 North St.	851-7376	
School Adjustment Counselors Office, Pleasant St.	851-3832	
Louise D. Trahan School, Salem Rd.	658-3119	
Superintendent of Schools, 1469 Andover St.	851-7347	
Town Cable, TV Announcement—Don Stewart ..	851-0341	
Sealers of Weights and Measures	851-2055	
Selectmen, Town Hall	851-4311	
Rubbish Disposal	851-6321	
Senior Citizens Drop-In Center, Chandler St.	851-5949	
Town Clerk, Town Hall	851-2383	
Town Manager, Town Hall	851-4311	
Treasurer—Tax Collector, Town Hall	851-7366	
Veterans Agent, Town Hall	851-6441	
Voter Registration	851-2383	
Welfare Department, Lowell	454-8061	
CITIZENS INFORMATION SERVICE		
Office of the Secretary of State	1-800-392-6090	
State Representative, James Miceli	722-2380 (Boston)	
	722-2250 (Boston)	
State Senator, Patricia McGovern	722-1612 (Boston)	
Congressman, Edward Markey	1-800-442-2013 (Boston)	







